

**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

Records Technician							
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020
2	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021
4	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown
5	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown
6	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020
7	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020
8	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020
10	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown
11	City of Rio Dell	Records Technician	\$ 3,201	\$ 2,697	\$ 5,898	7/1/2020	unknown
12	City of Mt. Shasta	N/C					
13	City of Willits	N/C					
14	City of Ferndale	N/C					

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below		-20.4%	-13.3%
Median of Comparators		\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below		-20.5%	-10.9%
Number of Matches		10	10

N/C - Non Comparator

**City of Rio Dell**  
**Appendix IIb: Market Compensation Findings (Benefit Details)**  
**June 2020**

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
Benchmark/ Comparator Agency Match	Records Technician	Police Clerk	Police Services Technician	Police Dispatcher/ Clerk	Records Specialist	N/C	Records Clerk	Community Services Officer	N/C	Dispatch Records Clerk	Police Records Specialist II	Admin Secretary	N/C	Records Specialist
Top Step	\$ 3,201	\$ 3,353	\$ 4,091	\$ 4,468	\$ 3,906		\$ 3,266	\$ 3,812		\$ 3,739	\$ 3,255	\$ 4,378		\$ 4,286
Classic		3% @ 60	2% @ 60	2% @ 60	2.5% @ 55		2% @ 55	2% @ 55		2.7% @ 55	2% @ 55	2% @ 60		2% @ 55
Employer Normal Cost		\$ 483	\$ 418	\$ 361	\$ 423		\$ 348	\$ 369		\$ 468	\$ 333	\$ 354		\$ 415
EE Cost Sharing														
Social Security	\$ 188	\$ 208	\$ 254	\$ 277						\$ 232	\$ 202	\$ 271		\$ 266
Deferred Compensation <sup>1</sup>	\$ 320			\$ 60				\$ 25				\$ 88		\$ 125
Other Ret.														
Cafeteria <sup>2</sup>		\$ 271		\$ 1,800	\$ 1,540					\$ 1,954	\$ 1,665	\$ 939		
Health	\$ 1,692	\$ 1,617	\$ 1,128				\$ 1,913	\$ 2,415						\$ 1,495
Dental	\$ 174	\$ 134	\$ 209				\$ 143	\$ 187						\$ 106
Vision	\$ 29	\$ 24	\$ 20				\$ 18							\$ 27
Vacation	\$ 123	\$ 193	\$ 236	\$ 258	\$ 255		\$ 188	\$ 220		\$ 216	\$ 232	\$ 286		\$ 247
Holidays <sup>3</sup>	\$ 160	\$ 168	\$ 205	\$ 288	\$ 210		\$ 151	\$ 191		\$ 230	\$ 156	\$ 202		\$ 231
Admin Leave		\$ 13												
Auto														
Uniform		\$ 42		\$ 52			\$ 50			\$ 100	\$ 40			
Allow														
Benefit Package Total	\$ 2,697	\$ 3,152	\$ 2,469	\$ 3,096	\$ 2,428	\$ 0	\$ 2,812	\$ 3,407	\$ 0	\$ 3,200	\$ 2,627	\$ 2,140	\$ 0	\$ 2,912

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
2 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums  
3 - City of Corning: Union members receive "Holiday in Lieu Pay".



**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

Records Technician									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020	3.00%-5.00%	
2	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020	2.00%	
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021	2.50%	
4	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020	6.00%	
5	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown	unknown	
6	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020	4.00%	
7	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown	unknown	
8	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown	unknown	
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020	3.00%	
10	City of Rio Dell	Records Technician	\$ 3,201	\$ 2,697	\$ 5,898	7/1/2020	unknown	unknown	
11	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown	unknown	
12	City of Mt. Shasta	N/C							
13	City of Willits	N/C							
14	City of Ferndale	N/C							

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below	-20.4%	-13.3%
Median of Comparators	\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below	-20.5%	-10.9%
Number of Matches	10	10

N/C - Non Comparator

**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

<b>Sergeant</b>									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%	
2	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown	
3	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%	
4	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%	
5	City of Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%	
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%	
7	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%	
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown	
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown	
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%	
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown	
12	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown	
13	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown	
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown	

<b>Summary Results</b>			<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators			\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below			-19.2%	-12.7%
Median of Comparators			\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below			-22.1%	-19.1%
Number of Matches			13	13

N/C - Non Comparator



## City of Rio Dell

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	Total
Benefit Package Total	\$ 3,729	\$ 3,848	\$ 3,505	\$ 4,458	\$ 3,544	\$ 2,064	\$ 3,691	\$ 4,823	\$ 2,852	\$ 5,019	\$ 3,883	\$ 3,946	\$ 4,427	\$ 4,251	

**1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.**

3 - City of Mt. Shasta: The City provides \$1,000

4 - City of Weed. Catastrea covers health, dental, and vision insurance premiums

**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

<b>Sergeant</b>									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%	
2	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%	
3	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%	
4	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%	
5	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%	
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%	
7	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown	
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown	
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown	
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%	
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown	
12	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown	
13	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown	
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown	

<b>Summary Results</b>		<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators		\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below		-19.2%	-12.7%
Median of Comparators		\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below		-22.1%	-19.1%
Number of Matches		13	13

N/C - Non Comparator



**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

Utility Worker II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>3</sup>	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%	
2	City of Orland <sup>4</sup>	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%	
3	City of Crescent City <sup>1</sup>	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown	
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%	
5	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%	
6	City of Fortuna <sup>2</sup>	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%	
7	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown	
8	City of Red Bluff <sup>5</sup>	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown	
9	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown	
10	City of Rio Dell	Utility Worker II	\$ 2,828	\$ 2,604	\$ 5,432	7/1/2020	unknown	unknown	
11	City of Corning	N/C							
12	City of Colusa	N/C							
13	City of Weed	N/C							
14	City of Ferndale	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below		-33.0%	-22.1%
Median of Comparators		\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below		-34.4%	-20.4%
Number of Matches		9	9

N/C - Non Comparator

- 1 - City of Crescent City: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.
- 4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.
- 5 - City of Red Bluff: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Rio Dell**  
**Appendix IIb: Market Compensation Findings (Benefit Details)**  
**June 2020**

Agency	City of Rio Dell	City of Alluras	City of Colusa	City of Corning	City of Crescent Ctr.	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
Benchmark/ Comparator Agency Match	Utility Worker II	Maintenance Worker II	N/C	N/C	[Utility Mechanic/ Maintenance Worker II]	N/C	[Utility Worker III/ Street Maintenance Worker III]	Maintenance Worker II	Maintenance Worker II	Maintenance Worker	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	N/C	Public Works Maintenance Worker II	Maintenance Worker
	\$ 2,628	\$ 3,272			\$ 3,962		\$ 3,674	\$ 4,303	\$ 3,510	\$ 3,975	\$ 3,475		\$ 3,802	\$ 3,940
Retirement	Classic	3%@60			2.5%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55		2.7%@55	2%@55
	Employer Normal Cost	\$ 471			\$ 429		\$ 392	\$ 417	\$ 340	\$ 497	\$ 350		\$ 476	\$ 381
Insurance	EE Cost Sharing													
	Social Security	\$ 175												
Leaves	Deferred Compensation <sup>1</sup>	\$ 283							\$ 218	\$ 246	\$ 212		\$ 236	\$ 244
	Other Ret.													\$ 125
Allow	Cafeteria <sup>2</sup>	\$ 271			\$ 1,540				\$ 1,233	\$ 1,954	\$ 1,665			
	Health	\$ 1,682					\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
Uniform	Dental	\$ 174					\$ 143	\$ 187					\$ 143	\$ 106
	Vision	\$ 28					\$ 18						\$ 18	\$ 27
Admin Leave	Vacation	\$ 189			\$ 259		\$ 212	\$ 248	\$ 176	\$ 229	\$ 244		\$ 219	\$ 227
	Holidays	\$ 141			\$ 213		\$ 170	\$ 215	\$ 162	\$ 245	\$ 165		\$ 205	\$ 212
Auto	Admin Leave	\$ 13												
Benefit Package Total		\$ 2,604	\$ 3,084	\$ 0	\$ 2,441	\$ 0	\$ 2,865	\$ 3,483	\$ 2,128	\$ 3,172	\$ 2,669	\$ 0	\$ 3,174	\$ 2,836

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
2 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,000 for a family.



**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

Utility Worker II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>3</sup>	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%	
2	City of Orland <sup>4</sup>	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%	
3	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%	
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%	
5	City of Fortuna <sup>2</sup>	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%	
6	City of Crescent City <sup>1</sup>	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown	
7	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown	
8	City of Red Bluff <sup>5</sup>	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown	
9	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown	
10	City of Rio Dell	Utility Worker I	\$ 2,828	\$ 2,604	\$ 5,432	7/1/2020	unknown	unknown	
11	City of Corning	N/C							
12	City of Colusa	N/C							
13	City of Weed	N/C							
14	City of Ferndale	N/C							

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below		-33.0%	-22.1%
Median of Comparators		\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below		-34.4%	-20.4%
Number of Matches		9	9

N/C - Non Comparator

- 1 - City of Crescent City: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.
- 4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.
- 5 - City of Red Bluff: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

WWWW Plant Operator II		Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1		City of Gridley <sup>1</sup>	Senior Maintenance Worker (Plant Operator)	\$ 6,236	\$ 3,878	\$ 10,114	7/1/2019	7/1/2020	3.00%
2		City of Colusa	Utility System Operator II	\$ 4,911	\$ 2,692	\$ 7,603	4/1/2020	unknown	unknown
3		City of Crescent City	WW Treatment Plant Operator II	\$ 4,712	\$ 2,612	\$ 7,324	7/1/2019	unknown	unknown
4		City of Weed	Wastewater Treatment Plant Operator	\$ 4,405	\$ 2,181	\$ 6,586	7/1/2019	7/1/2020	4.00%
5		City of Yreka <sup>4</sup>	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$ 4,343	\$ 2,944	\$ 7,287	1/1/2020	1/1/2021	2.50%
6		City of Ferndale	Wastewater Assistant	\$ 4,255	\$ 2,037	\$ 6,292	unknown	unknown	unknown
7		City of Orland <sup>2</sup>	Maintenance Worker W/ Cert Pay	\$ 4,165	\$ 3,230	\$ 7,395	7/1/2019	7/1/2020	3.00%
8		City of Fortuna	Treatment Plant Operator II	\$ 3,957	\$ 2,924	\$ 6,881	7/1/2019	7/1/2020	\$0.50 /hour
9		City of Willits <sup>3</sup>	[Wastewater Plant Operator II/ Water Plant Operator II]	\$ 3,929	\$ 3,212	\$ 7,140	7/1/2019	7/1/2020	2.00%
10		City of Rio Dell	WWWW Plant Operator II	\$ 3,749	\$ 2,884	\$ 6,633	7/1/2020	unknown	unknown
11		City of Mt. Shasta	Wastewater Plant Operator II	\$ 3,729	\$ 2,184	\$ 5,913	7/1/2019	unknown	unknown
12		City of Alturas	Wastewater Treatment/ Class II	\$ 3,611	\$ 3,192	\$ 6,803	7/1/2018	unknown	unknown
13		City of Red Bluff	N/C						
14		City of Corning	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 4,387	\$ 7,213
% City of Rio Dell Above/Below		-17.0%	-9.6%
Median of Comparators		\$ 4,255	\$ 7,140
% City of Rio Dell Above/Below		-13.5%	-8.5%
Number of Matches		11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.

2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

3 - City of Willits: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

4 - City of Yreka: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



**City of Rio Dell**  
**Appendix IIb: Market Compensation Findings (Benefit Details)**  
**June 2020**

Agency	City of Rio Dell	City of Allura	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
Benchmark/ Comparator Agency Match	W/WW Plant Operator II	Wastewater Treatment/ Class II	Utility System Operator II	N/C	WW Treatment Plant Operator II	Wastewater Assistant	Treatment Plant Operator II	Senior Maintenance Worker (Plant Operator)	Wastewater Plant Operator II	Maintenance Worker W/ Cert Pay	N/C	Wastewater Treatment Plant Operator	[Wastewater Plant Operator II/ Water Plant Operator II]	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]
	Top Step	\$ 3,611	\$ 4,911		\$ 4,712	\$ 4,255	\$ 3,957	\$ 6,236	\$ 3,729	\$ 4,165		\$ 4,405	\$ 3,929	\$ 4,343
	Classic	3% @ 60	2% @ 60		2.5% @ 55		2% @ 55	2% @ 55	2% @ 55	2.7% @ 55		2% @ 60	2.7% @ 55	2% @ 55
	Employer Normal Cost	\$ 520	\$ 502		\$ 510		\$ 422	\$ 604	\$ 361	\$ 521		\$ 356	\$ 492	\$ 420
	EE Cost Sharing													
Retirement	Social Security	\$ 224	\$ 304			\$ 264			\$ 231	\$ 258		\$ 273	\$ 244	\$ 269
	Deferred Compensation <sup>1</sup>	\$ 232										\$ 88		\$ 125
	Other Ret. <sup>2</sup>	\$ 375				\$ 340								
	Cafeteria <sup>3,4</sup>	\$ 271			\$ 1,540				\$ 1,233	\$ 1,954		\$ 939		
	Health	\$ 1,692	\$ 1,128			\$ 960	\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
Insurance	Dental	\$ 174	\$ 209			\$ 39	\$ 143	\$ 187					\$ 143	\$ 106
	Vision	\$ 29	\$ 20			\$ 8	\$ 18						\$ 18	\$ 27
	Vacation	\$ 144	\$ 283		\$ 308	\$ 245	\$ 228	\$ 360	\$ 186	\$ 240		\$ 288	\$ 227	\$ 251
	Holidays	\$ 187	\$ 246		\$ 254	\$ 180	\$ 183	\$ 312	\$ 172	\$ 256		\$ 237	\$ 212	\$ 234
	Admin Leave													
Allow	Auto	\$ 14												
	Uniform						\$ 17							\$ 17
Benefit Package Total		\$ 2,834	\$ 3,192	\$ 2,692	\$ 0	\$ 2,612	\$ 2,924	\$ 3,878	\$ 2,184	\$ 3,230	\$ 0	\$ 2,181	\$ 3,212	\$ 2,944

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
2 - City of Ferndale: Contribution to SEP-IRA  
3 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

WWW Plant Operator II									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>1</sup>	Senior Maintenance Worker (Plant Operator)	\$ 6,236	\$ 3,878	\$ 10,114	7/1/2019	7/1/2020	3.00%	
2	City of Colusa	Utility System Operator II	\$ 4,911	\$ 2,692	\$ 7,603	4/1/2020	unknown	unknown	
3	City of Orland <sup>2</sup>	Maintenance Worker W/ Cert Pay	\$ 4,165	\$ 3,230	\$ 7,395	7/1/2019	7/1/2020	3.00%	
4	City of Crescent City	WW Treatment Plant Operator II	\$ 4,712	\$ 2,612	\$ 7,324	7/1/2019	unknown	unknown	
5	City of Yreka <sup>4</sup>	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$ 4,343	\$ 2,944	\$ 7,287	1/1/2020	1/1/2021	2.50%	
6	City of Willits <sup>3</sup>	[Wastewater Plant Operator II/ Water Plant Operator II]	\$ 3,929	\$ 3,212	\$ 7,140	7/1/2019	7/1/2020	2.00%	
7	City of Fortuna	Treatment Plant Operator II	\$ 3,957	\$ 2,924	\$ 6,881	7/1/2019	7/1/2020	\$0.50 /hour	
8	City of Alturas	Wastewater Treatment/ Class II	\$ 3,611	\$ 3,192	\$ 6,803	7/1/2018	unknown	unknown	
9	City of Weed	Wastewater Treatment Plant Operator	\$ 4,405	\$ 2,181	\$ 6,586	7/1/2019	7/1/2020	4.00%	
10	City of Rio Dell	WWW Plant Operator II	\$ 3,749	\$ 2,834	\$ 6,583	7/1/2020	unknown	unknown	
11	City of Ferndale	Wastewater Assistant	\$ 4,255	\$ 2,037	\$ 6,292	unknown	unknown	unknown	
12	City of Mt. Shasta	Wastewater Plant Operator II	\$ 3,729	\$ 2,184	\$ 5,913	7/1/2019	unknown	unknown	
13	City of Red Bluff	N/C							
14	City of Corning	N/C							

Summary Results			Top Monthly	Total Monthly
Average of Comparators			\$ 4,387	\$ 7,213
% City of Rio Dell Above/Below			-17.0%	-9.6%
Median of Comparators			\$ 4,255	\$ 7,140
% City of Rio Dell Above/Below			-13.5%	-8.5%
Number of Matches			11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.

2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

3 - City of Willits: Functional Match. This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

4 - City of Yreka: Functional Match. This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

<b>Wastewater Superintendent</b>									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown	
2	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown	
4	City of Crescent City <sup>1</sup>	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown	
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
6	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
8	City of Rio Dell	Wastewater Superintendent	\$ 5,445	\$ 3,723	\$ 9,168	7/1/2020	unknown	unknown	
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown	
10	City of Red Bluff	N/C							
11	City of Orland	N/C							
12	City of Corning	N/C							
13	City of Weed	N/C							
14	City of Alturas	N/C							

<b>Summary Results</b>		Top Monthly	Total Monthly
Average of Comparators		\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below		-21.7%	-9.8%
Median of Comparators		\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below		-24.7%	-14.9%
Number of Matches		8	8

N/C - Non Comparator

1 - City of Crescent City: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Rio Dell**  
**Appendix IIb: Market Compensation Findings (Benefit Details)**  
**June 2020**

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City [WW]	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Superintendent	N/C	Water/Sewer Utilities Superintendent	N/C	Treatment Plant Senior Operator/Utilities Manager	Chief Wastewater Plant Operator	Chief Treatment Plant Operator	Public Works Maintenance Supervisor	Chief Plant Operator	N/C	N/C	N/C	[Utilities Superintendent/Chief Wastewater Operator]	Wastewater Treatment Plant Manager
<b>Top Step</b>	\$ 6,445		\$ 7,130		\$ 6,830	\$ 8,373	\$ 6,208	\$ 7,224	\$ 3,991				\$ 6,505	\$ 6,753
<b>Retirement</b>	Classic		2%@60		2.5%@55		2%@55	2%@55	2%@55				2.7%@55	2%@55
	Employer Normal Cost		\$ 729		\$ 739		\$ 662	\$ 699	\$ 386				\$ 814	\$ 654
	EE Cost Sharing													
	Social Security	\$ 338	\$ 442			\$ 519			\$ 247					
	Deferred Compensation <sup>1</sup>	\$ 683												
<b>Insurance</b>	Other Ret. <sup>2</sup>					\$ 670								\$ 125
	Cafeteria <sup>3</sup>				\$ 1,540				\$ 1,233					
	Health	\$ 1,892	\$ 1,128			\$ 960	\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
	Dental	\$ 174	\$ 209			\$ 39	\$ 143	\$ 187					\$ 143	\$ 106
	Vision	\$ 29	\$ 20			\$ 8	\$ 18						\$ 18	\$ 27
<b>Leaves</b>	Vacation	\$ 314	\$ 411		\$ 447	\$ 483	\$ 358	\$ 417	\$ 200				\$ 375	\$ 390
	Holidays	\$ 272	\$ 357		\$ 368	\$ 354	\$ 287	\$ 361	\$ 184				\$ 350	\$ 364
	Admin Leave <sup>4</sup>	\$ 249	\$ 329		\$ 131		\$ 119						\$ 225	
<b>Allow</b>	Auto													
	Uniform	\$ 42					\$ 17							\$ 17
<b>Benefit Package Total</b>														
	\$ 3,723	\$ 0	\$ 3,624	\$ 0	\$ 3,225	\$ 3,034	\$ 3,517	\$ 4,080	\$ 2,251	\$ 0	\$ 0	\$ 0	\$ 4,208	\$ 3,595

N/C - Non Comparator

1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.

2 - City of Ferndale: Contribution to SEP-IRA

3 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.

4 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.



**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

Wastewater Superintendent									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown	
2	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown	
4	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
6	City of Crescent City <sup>1</sup>	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown	
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
8	City of Rio Dell	Wastewater Superintendent	\$ 5,445	\$ 3,723	\$ 9,168	7/1/2020	unknown	unknown	
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown	
10	City of Red Bluff	N/C							
11	City of Orland	N/C							
12	City of Corning	N/C							
13	City of Weed	N/C							
14	City of Alturas	N/C							

Summary Results			Top Monthly	Total Monthly
Average of Comparators			\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below			-21.7%	-9.8%
Median of Comparators			\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below			-24.7%	-14.9%
Number of Matches			8	8

N/C - Non Comparator

1 - City of Crescent City: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Rio Dell**  
**Appendix IIa: Market Compensation Findings (Sorted by Top Monthly Salary)**  
**June 2020**

<b>Water/Streets Superintendent</b>									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
2	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
3	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
4	City of Fortuna <sup>1</sup>	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
5	<b>City of Rio Dell</b>	<b>Water/Streets Superintendent</b>	<b>\$ 5,774</b>	<b>\$ 3,831</b>	<b>\$ 9,605</b>	<b>7/1/2020</b>	<b>unknown</b>	<b>unknown</b>	
6	City of Corning	N/C							
7	City of Colusa	N/C							
8	City of Red Bluff	N/C							
9	City of Orland	N/C							
10	City of Alturas	N/C							
11	City of Weed	N/C							
12	City of Mt. Shasta	N/C							
13	City of Ferndale	N/C							
14	City of Crescent City	N/C							

<b>Summary Results</b>		
Average of Comparators	Top Monthly	Total Monthly
% City of Rio Dell Above/Below	\$ 6,673 -15.6%	\$ 10,522 -9.6%
Median of Comparators	\$ 6,629 -14.8%	\$ 10,530 -9.6%
% City of Rio Dell Above/Below		
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



**City of Rio Dell**  
**Appendix IIb: Market Compensation Findings (Benefit Details)**  
**June 2020**

Agency	City of Rio Dell	City of Athugas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Water/Streets Superintendent	N/C	N/C	N/C	N/C	N/C	[Utility Superintendent/ General Services Superintendent]	Public Works Maintenance Supervisor	N/C	N/C	N/C	N/C	[Utilities Superintendent/ Chief Water Operator]	Water Manager
<b>Top Step</b>	\$ 5,774						\$ 6,208	\$ 7,224					\$ 6,505	\$ 6,753
<b>Retirement</b>	Classic						2%@55	2%@55					2.7%@55	2%@55
	Employer Normal Cost						\$ 662	\$ 699					\$ 814	\$ 654
	EE Cost Sharing													
	Social Security													
	Deferred Compensation <sup>1</sup>	\$ 368												
<b>Insurance</b>	Other Ret.	\$ 698											\$ 403	\$ 419
	Cafeteria													\$ 125
	Health													
	Dental	\$ 1,692												
	Vision	\$ 174					\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
<b>Leaves</b>	Vacation	\$ 29					\$ 143	\$ 187					\$ 143	\$ 106
	Holidays	\$ 338					\$ 18						\$ 18	\$ 27
	Admin Leave	\$ 289					\$ 358	\$ 417					\$ 375	\$ 390
	Auto	\$ 222					\$ 287	\$ 361					\$ 350	\$ 364
	Uniform						\$ 119						\$ 225	
<b>Allow</b>							\$ 17							\$ 17
<b>Benefit Package Total</b>		\$ 3,831	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,617	\$ 4,080	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,206	\$ 3,595

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.

**City of Rio Dell**  
**Appendix IIc: Market Compensation Findings (Sorted by Total Compensation)**  
**June 2020**

Water/Streets Superintendent									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
2	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
3	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
4	City of Fortuna <sup>1</sup>	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
5	City of Rio Dell	Water/Streets Superintendent	\$ 5,774	\$ 3,831	\$ 9,605	7/1/2020	unknown	unknown	
6	City of Corning	N/C							
7	City of Colusa	N/C							
8	City of Red Bluff	N/C							
9	City of Orland	N/C							
10	City of Alturas	N/C							
11	City of Weed	N/C							
12	City of Mt. Shasta	N/C							
13	City of Ferndale	N/C							
14	City of Crescent City	N/C							

Summary Results		
Average of Comparators	Top Monthly	Total Monthly
% City of Rio Dell Above/Below	\$ 6,673 -15.6%	\$ 10,522 -9.6%
Median of Comparators	\$ 6,629 -14.8%	\$ 10,530 -9.6%
% City of Rio Dell Above/Below		
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fortuna: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.





## Appendix III

### Proposed Salary Range Schedule

**City of Rio Dell**  
**Appendix III: Proposed Salary Range Schedule**  
**June 2020**

FACTORS	
Range 6, Step 5, Annual	\$36,750.00
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

Salary Range	Annually						Monthly						Per Pay Period						Hourly					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1																								
2	27,391	28,059	29,462	30,935	32,482	34,106	2,283	2,338	2,455	2,578	2,707	2,844	1,053.49	1,079.19	1,133.15	1,189.80	1,249.29	1,312.54	13.17	13.49	14.16	14.87	15.62	16.01
3	28,076	28,760	30,198	31,708	33,294	34,960	2,340	2,397	2,517	2,642	2,774	2,915	1,106.17	1,133.82	1,189.51	1,250.04	1,312.54	1,384.89	13.50	13.83	14.52	15.24	16.01	16.41
4	28,777	29,479	31,727	33,314	34,979	36,714	2,398	2,457	2,579	2,708	2,844	2,989	1,134.50	1,162.17	1,220.27	1,281.29	1,345.35	1,418.99	13.84	14.17	14.88	15.63	16.41	16.82
5	29,497	30,972	32,520	34,146	35,854	37,650	2,458	2,518	2,644	2,776	2,915	3,063	1,162.86	1,191.22	1,250.78	1,313.32	1,378.99	1,454.18	14.18	14.53	15.25	16.02	16.82	17.24
6	30,234	31,746	33,333	35,000	36,750	38,586	2,520	2,582	2,710	2,846	2,989	3,139	1,191.93	1,221.73	1,282.81	1,346.96	1,414.30	1,485.02	14.54	14.89	15.63	16.42	17.24	17.67
7	30,990	32,540	34,167	35,875	37,669	39,511	2,583	2,646	2,778	2,917	3,063	3,215	1,221.73	1,251.53	1,314.10	1,379.81	1,448.80	1,522.14	14.90	15.26	16.03	16.83	17.67	18.11
8	31,765	33,353	35,021	36,772	38,610	40,506	2,647	2,711	2,847	2,990	3,139	3,294	1,251.53	1,282.81	1,346.96	1,414.30	1,485.02	1,560.20	15.27	15.64	16.43	17.25	18.11	18.56
9	32,559	34,187	35,896	37,691	39,576	41,511	2,713	2,779	2,918	3,064	3,215	3,371	1,282.81	1,314.88	1,380.63	1,449.66	1,522.14	1,600.15	15.65	16.04	16.84	17.68	18.56	19.03
10	33,373	35,042	36,794	38,633	40,565	42,619	2,781	2,849	2,991	3,141	3,298	3,458	1,314.88	1,347.76	1,415.14	1,485.02	1,560.20	1,639.18	16.04	16.45	17.26	18.12	19.03	19.50
11	34,207	35,918	37,714	39,599	41,579	43,684	2,851	2,922	3,066	3,219	3,382	3,552	1,347.76	1,381.45	1,450.52	1,523.05	1,599.20	1,680.16	16.45	16.87	17.69	18.57	19.50	20.00
12	35,063	36,816	38,656	40,589	42,619	44,776	2,922	3,000	3,145	3,298	3,458	3,628	1,381.45	1,415.99	1,486.79	1,561.13	1,639.18	1,722.17	16.86	17.30	18.13	19.04	19.99	20.53
13	35,939	37,736	39,623	41,604	43,684	45,860	2,995	3,075	3,223	3,376	3,536	3,706	1,415.99	1,451.39	1,523.96	1,600.15	1,680.16	1,766.27	17.28	17.73	18.58	19.51	20.49	21.00
14	36,838	38,679	40,613	42,644	44,776	46,986	3,075	3,157	3,308	3,463	3,624	3,794	1,451.39	1,487.67	1,562.05	1,641.13	1,723.19	1,809.35	18.61	19.06	19.92	20.87	21.84	22.38
15	37,759	39,646	41,629	43,710	45,896	48,119	3,147	3,231	3,386	3,545	3,706	3,876	1,487.67	1,524.86	1,601.11	1,681.16	1,766.27	1,854.58	19.07	19.54	20.41	21.34	22.32	22.88
16	38,702	40,638	42,669	44,803	47,043	49,327	3,225	3,311	3,471	3,635	3,804	3,978	1,524.86	1,562.98	1,641.13	1,723.19	1,809.35	1,898.47	19.55	20.03	20.92	21.87	22.88	23.46
17	39,670	41,654	43,736	45,923	48,219	50,560	3,306	3,394	3,556	3,724	3,897	4,074	1,562.98	1,602.06	1,681.13	1,766.27	1,854.58	1,948.47	20.04	20.53	21.44	22.40	23.46	24.06
18	40,662	42,695	44,830	47,071	49,425	51,927	3,388	3,478	3,643	3,815	3,991	4,171	1,602.06	1,642.11	1,724.22	1,810.43	1,902.08	1,997.18	20.54	21.04	21.97	22.94	23.96	24.59
19	41,678	43,762	45,950	48,248	50,660	53,257	3,471	3,563	3,730	3,903	4,081	4,262	1,642.11	1,683.16	1,768.37	1,856.79	1,949.63	2,047.11	21.05	21.57	22.52	23.50	24.59	25.25
20	42,720	44,856	47,099	49,454	51,927	54,556	3,560	3,653	3,822	4,000	4,182	4,368	1,683.16	1,725.24	1,811.50	1,902.08	1,997.18	2,092.52	22.12	22.66	23.63	24.63	25.75	26.44
21	43,788	45,978	48,277	50,690	53,257	55,919	3,649	3,743	3,914	4,095	4,281	4,471	1,725.24	1,768.37	1,856.79	1,949.63	2,047.11	2,144.21	22.67	23.22	24.20	25.21	26.34	27.06
22	44,883	47,127	49,484	51,958	54,556	57,252	3,740	3,835	4,008	4,191	4,378	4,568	1,768.37	1,812.58	1,903.21	1,997.18	2,092.52	2,189.47	23.24	23.80	24.79	25.81	26.94	27.68
23	46,005	48,305	50,721	53,257	55,919	58,705	3,834	3,930	4,105	4,291	4,481	4,673	1,812.58	1,857.90	1,950.79	2,049.55	2,144.21	2,239.47	24.41	25.00	25.99	27.01	28.14	28.90
24	47,155	49,513	51,989	54,588	57,317	60,129	3,930	4,028	4,205	4,393	4,584	4,778	1,857.90	1,903.21	1,997.18	2,092.52	2,189.47	2,284.21	25.01	25.62	26.63	27.66	28.80	29.57
25	48,334	50,751	53,288	55,953	58,750	61,629	4,028	4,127	4,306	4,495	4,687	4,881	1,903.21	1,950.79	2,049.55	2,144.21	2,239.47	2,334.21	26.03	26.66	27.69	28.73	29.97	30.76
26	49,542	52,020	54,621	57,352	60,219	63,175	4,129	4,230	4,411	4,595	4,782	4,971	1,950.79	2,000.75	2,100.79	2,205.83	2,316.12	2,421.42	27.06	27.71	28.75	29.80	30.95	31.76
27	50,781	53,320	55,986	58,785	61,725	64,761	4,232	4,334	4,517	4,703	4,891	5,081	2,000.75	2,050.77	2,153.31	2,260.98	2,374.02	2,484.21	28.10	28.76	29.81	30.87	32.02	32.84
28	52,051	54,653	57,386	60,255	63,268	66,343	4,334	4,438	4,623	4,811	5,001	5,192	2,050.77	2,102.04	2,207.14	2,317.50	2,433.37	2,544.21	29.15	29.82	30.88	31.94	33.10	33.93
29	53,352	56,019	58,820	61,761	64,849	68,006	4,446	4,552	4,740	4,931	5,124	5,319	2,102.04	2,154.59	2,262.32	2,375.44	2,494.21	2,609.47	30.20	30.88	31.95	33.02	34.19	35.03
30	54,686	57,420	60,291	63,305	66,471	69,718	4,557	4,665	4,855	5,048	5,243	5,440	2,154.59	2,208.46	2,318.88	2,434.82	2,556.56	2,674.21	31.26	31.95	33.03	34.11	35.28	36.13
31	56,053	58,855	61,798	64,888	68,132	71,552	4,671	4,781	4,973	5,168	5,365	5,564	2,208.46	2,263.67	2,376.85	2,495.69	2,620.48	2,747.21	32.31	33.01	34.10	35.19	36.37	37.23
32	57,454	60,327	63,343	66,510	69,836	73,331	4,788	4,900	5,095	5,292	5,491	5,691	2,263.67	2,320.26	2,436.27	2,558.09	2,685.99	2,816.48	33.37	34.08	35.18	36.28	37.46	38.33
33	58,890	61,835	64,927	68,173	71,582	75,171	4,908	5,015	5,213	5,413	5,614	5,816	2,320.26	2,378.27	2,497.18	2,622.04	2,753.14	2,887.97	34.43	35.15	36.26	37.37	38.56	39.44
34	60,363	63,381	66,550	69,877	73,371	77,055	5,030	5,141	5,341	5,543	5,746	5,950	2,378.27	2,437.72	2,559.61	2,687.59	2,821.97	2,960.48	35.50	36.23	37.34	38.46	39.65	40.54
35	61,872	64,965	68,214	71,624	75,205	78,969	5,156	5,269	5,471	5,675	5,880	6,086	2,437.72	2,498.67	2,623.60	2,754.78	2,892.52	3,034.48	36.57	37.31	38.43	39.56	40.75	41.65



**City of Rio Dell**  
**Appendix III: Proposed Salary Range Schedule**  
**June 2020**

Salary Range	Annually						Monthly						Per Pay Period						Hourly					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
36	63,419	66,584	69,919	73,415	77,086	80,988	5,285	5,549	5,827	6,118	6,424	6,749	2,439.17	2,561.13	2,689.19	2,823.65	2,964.83	3,114.93	30.49	32.01	33.61	35.30	37.06	38.94
37	65,004	68,254	71,667	75,250	79,013	82,948	5,417	5,688	5,972	6,271	6,584	6,909	2,500.15	2,625.16	2,756.42	2,894.24	3,038.95	3,194.70	31.25	32.81	34.46	36.18	37.99	39.84
38	66,629	69,961	73,459	77,131	80,988	84,948	5,552	5,830	6,122	6,428	6,749	7,084	2,562.66	2,690.79	2,825.33	2,966.60	3,114.93	3,274.57	32.03	33.63	35.32	37.08	38.94	40.84
39	68,295	71,710	75,295	79,060	83,013	87,088	5,691	5,976	6,275	6,588	6,918	7,259	2,626.72	2,758.06	2,895.96	3,040.76	3,192.80	3,354.43	32.83	34.48	36.20	38.01	39.91	41.84
40	70,002	73,502	77,177	81,036	85,088	89,269	5,834	6,125	6,431	6,753	7,091	7,436	2,692.39	2,827.01	2,968.36	3,116.78	3,272.62	3,438.30	33.65	35.34	37.10	38.96	40.91	42.84
41	71,752	75,340	79,107	83,062	87,215	91,488	5,979	6,278	6,592	6,922	7,268	7,619	2,759.70	2,897.69	3,042.57	3,194.70	3,354.43	3,519.23	34.50	36.22	38.03	39.93	41.93	43.94
42	73,546	77,223	81,085	85,139	89,396	93,861	6,129	6,435	6,757	7,095	7,450	7,811	2,828.69	2,970.13	3,118.64	3,274.57	3,438.30	3,603.83	35.36	37.13	38.98	40.93	42.98	45.04
43	75,385	79,154	83,112	87,267	91,631	96,209	6,282	6,596	6,926	7,272	7,636	8,007	2,899.41	3,044.38	3,196.60	3,356.43	3,524.25	3,698.98	36.24	38.05	39.96	41.96	44.05	46.14
44	77,269	81,133	85,189	89,449	93,921	98,599	6,439	6,761	7,099	7,454	7,827	8,207	2,971.90	3,120.49	3,276.52	3,440.34	3,612.36	3,791.99	37.15	39.01	40.96	43.00	45.15	47.30
45	79,201	83,161	87,319	91,685	96,269	101,074	6,600	6,930	7,277	7,640	8,022	8,409	3,046.19	3,198.50	3,358.43	3,526.35	3,702.67	3,888.30	38.08	39.98	41.98	44.08	46.28	48.44
46	81,181	85,240	89,502	93,977	98,676	103,603	6,765	7,103	7,459	7,831	8,223	8,619	3,122.35	3,278.47	3,442.39	3,614.51	3,795.23	3,981.96	39.03	40.98	43.03	45.18	47.44	49.64
47	83,211	87,371	91,740	96,327	101,143	106,199	6,934	7,281	7,645	8,027	8,429	8,836	3,200.41	3,360.43	3,528.45	3,704.87	3,890.12	4,081.31	40.01	42.01	44.11	46.31	48.63	50.94
48	85,291	89,555	94,033	98,735	103,672	108,849	7,108	7,463	7,836	8,228	8,639	9,054	3,280.42	3,444.44	3,616.66	3,797.49	3,987.37	4,182.56	41.01	43.06	45.21	47.47	49.84	52.24
49	87,423	91,794	96,384	101,203	106,263	111,563	7,285	7,650	8,032	8,434	8,855	9,299	3,362.43	3,530.55	3,707.08	3,892.43	4,087.05	4,286.94	42.03	44.13	46.34	48.66	51.09	53.52
50	89,609	94,089	98,794	103,733	108,920	114,343	7,467	7,841	8,233	8,644	9,077	9,524	3,446.49	3,618.81	3,799.75	3,989.74	4,189.23	4,393.96	43.08	45.24	47.50	49.87	52.37	54.84
51	91,849	96,441	101,263	106,327	111,643	117,209	7,654	8,037	8,439	8,861	9,304	9,759	3,532.65	3,709.28	3,894.75	4,089.49	4,293.96	4,503.73	44.16	46.37	48.68	51.12	53.67	56.24
52	94,145	98,852	103,795	108,985	114,434	119,999	7,845	8,238	8,650	9,082	9,536	10,000	3,620.97	3,802.02	3,992.12	4,191.72	4,401.31	4,616.71	45.26	47.53	49.90	52.40	55.02	57.64
53	96,499	101,324	106,390	111,709	117,295	123,074	8,042	8,444	8,866	9,309	9,775	10,254	3,711.49	3,897.07	4,091.92	4,296.52	4,511.34	4,731.96	46.39	48.71	51.15	53.71	56.39	59.04
54	98,911	103,857	109,050	114,502	120,227	126,163	8,243	8,655	9,087	9,548	10,029	10,526	3,804.28	3,994.49	4,194.22	4,403.93	4,624.12	4,854.55	47.55	49.93	52.43	55.05	57.80	60.54
55	101,384	106,453	111,776	117,365	123,233	129,363	8,449	8,871	9,315	9,780	10,269	10,769	3,899.39	4,094.36	4,299.07	4,514.03	4,739.73	4,975.98	48.74	51.18	53.74	56.43	59.25	62.04
56	103,919	109,115	114,570	120,299	126,314	132,633	8,660	9,093	9,548	10,025	10,526	11,039	3,996.87	4,196.71	4,406.55	4,626.88	4,858.22	5,095.98	49.96	52.46	55.08	57.84	60.73	63.64
57	106,517	111,842	117,435	123,306	129,478	135,963	8,876	9,320	9,786	10,276	10,789	11,319	4,096.79	4,301.63	4,516.71	4,742.55	4,979.68	5,228.55	51.21	53.77	56.46	59.28	62.25	65.24
58	109,180	114,638	120,370	126,389	132,708	139,347	9,098	9,553	10,031	10,532	11,059	11,601	4,199.21	4,409.17	4,629.63	4,861.11	5,104.17	5,349.90	52.49	55.11	57.87	60.76	63.80	66.84
59	111,909	117,504	123,380	129,549	136,026	142,842	9,326	9,792	10,282	10,796	11,339	11,897	4,304.19	4,519.40	4,745.37	4,982.64	5,231.77	5,484.05	53.80	56.49	59.32	62.28	65.40	68.64
60	114,707	120,442	126,464	132,787	139,427	146,485	9,559	10,037	10,539	11,066	11,619	12,197	4,411.80	4,632.39	4,864.01	5,107.21	5,362.57	5,634.05	55.15	57.90	60.80	63.84	67.03	70.34
61	117,574	123,453	129,626	136,107	142,912	149,960	9,798	10,288	10,802	11,342	11,909	12,500	4,522.09	4,748.20	4,985.61	5,234.89	5,496.63	5,774.90	57.94	60.84	63.88	67.07	70.43	73.99
62	120,514	126,539	132,866	139,510	146,485	153,712	10,043	10,545	11,072	11,626	12,207	12,814	4,635.14	4,866.90	5,110.25	5,365.76	5,634.05	5,919.27	59.39	62.36	65.48	68.75	72.19	75.84
63	123,527	129,703	136,188	142,997	150,147	157,663	10,294	10,809	11,349	11,916	12,512	13,140	4,751.02	4,988.57	5,238.00	5,499.90	5,774.90	6,067.25	60.87	63.92	67.11	70.47	73.99	77.64
64	126,615	132,945	139,593	146,572	153,901	161,592	10,551	11,079	11,633	12,214	12,825	13,478	4,869.80	5,113.29	5,368.95	5,640.76	5,922.79	6,218.93	62.36	65.48	68.75	72.19	75.84	79.64
65	129,780	136,269	143,083	150,237	157,842	165,842	10,815	11,356	11,924	12,527	13,154	13,811	4,991.54	5,241.12	5,503.18	5,778.34	6,067.25	6,369.66	65.51	68.83	72.27	75.89	79.68	83.54
66	133,025	139,676	146,660	153,993	161,692	169,878	11,085	11,640	12,229	12,848	13,490	14,155	5,116.33	5,372.15	5,644.11	5,922.79	6,218.93	6,526.66	67.19	70.55	74.08	77.89	81.87	85.94
67	136,350	143,168	150,326	157,842	165,735	174,125	11,363	11,931	12,535	13,161	13,819	14,510	5,244.24	5,506.45	5,785.22	6,074.48	6,372.06	6,679.11	68.87	72.32	75.93	79.73	83.71	87.84
68	139,759	146,747	154,084	161,789	169,878	178,478	11,647	12,229	12,848	13,490	14,165	14,873	5,375.35	5,644.11	5,929.85	6,226.34	6,537.66	6,854.54	70.59	74.12	77.83	81.72	85.81	90.04
69	143,253	150,416	157,936	165,833	174,125	182,940	11,938	12,535	13,161	13,819	14,510	15,226	5,509.73	5,785.22	6,074.48	6,372.06	6,679.11	7,000.34	72.36	75.98	79.77	83.76	87.95	92.40
70	146,834	154,176	161,885	169,979	178,478	187,513	12,236	12,848	13,490	14,165	14,873	15,609	5,647.47	5,929.85	6,226.34	6,537.66	6,854.54	7,186.66	74.17	77.88	81.82	86.00	90.45	95.04
71	150,505	158,030	16																					



**City of Rio Dell**  
**Appendix III: Proposed Salary Range Schedule**  
**June 2020**

Salary Range	Annually						Monthly						Per Pay Period						Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5
82	197,476	207,350	217,717	228,603	240,033	252,463	16,456	17,279	18,143	19,050	20,003	21,003	7,595.22	7,974.98	8,373.73	8,792.42	9,232.04	9,691.66	94.94	99.69	104.67	109.91	115.40
83	202,413	212,533	223,160	234,318	246,034	258,304	16,868	17,711	18,597	19,527	20,503	21,527	7,785.10	8,174.36	8,583.08	9,012.23	9,462.84	9,934.46	97.31	102.18	107.29	112.65	118.29
84	207,473	217,847	228,739	240,176	252,185	264,755	17,289	18,154	19,062	20,015	21,015	22,062	7,979.73	8,378.72	8,797.65	9,237.54	9,699.41	10,183.29	99.75	104.73	109.97	115.47	121.24
85	212,660	223,293	234,457	246,180	258,489	271,368	17,722	18,608	19,538	20,515	21,541	22,618	8,179.23	8,588.19	9,017.60	9,468.48	9,941.90	10,437.81	102.24	107.35	112.72	118.36	124.27
86	217,976	228,875	240,319	252,335	264,952	278,681	18,165	19,073	20,027	21,028	22,079	23,181	8,383.71	8,802.89	9,243.04	9,705.19	10,190.45	10,700.81	104.80	110.04	115.54	121.31	127.38
87	223,426	234,597	246,327	258,643	271,575	285,618	18,619	19,550	20,527	21,554	22,631	23,762	8,593.30	9,022.96	9,474.11	9,947.82	10,445.21	10,968.61	107.42	112.79	118.43	124.35	130.57
88	229,011	240,462	252,485	265,109	278,365	292,664	19,084	20,038	21,040	22,092	23,197	24,357	8,808.13	9,248.54	9,710.96	10,196.51	10,706.34	11,241.56	110.10	115.61	121.39	127.46	133.83
89	234,737	246,474	258,797	271,737	285,324	299,947	19,561	20,539	21,566	22,645	23,777	24,961	9,028.33	9,479.75	9,953.74	10,451.43	10,974.00	11,526.56	112.85	118.50	124.42	130.64	137.17
90	240,605	252,635	265,267	278,530	292,457	307,263	20,050	21,053	22,106	23,211	24,371	25,586	9,254.04	9,716.74	10,202.58	10,712.71	11,248.35	11,809.96	115.68	121.46	127.53	133.91	140.60
91	246,620	258,951	271,899	285,494	299,768	314,944	20,552	21,579	22,658	23,791	24,981	26,225	9,485.39	9,959.66	10,457.65	10,980.53	11,529.56	12,100.17	118.57	124.50	130.72	137.26	144.12
92	252,786	265,425	278,696	292,631	307,263	322,818	21,065	22,119	23,225	24,386	25,605	26,885	9,722.53	10,208.65	10,719.09	11,255.04	11,817.79	12,400.38	121.53	127.61	133.99	140.69	147.72
93	259,105	272,061	285,664	299,947	314,944	330,888	21,592	22,672	23,805	24,996	26,245	27,554	9,965.59	10,463.87	10,987.06	11,536.42	12,113.24	12,716.61	124.57	130.80	137.34	144.21	151.42
94	265,583	278,862	292,805	307,446	322,818	339,000	22,132	23,239	24,400	25,620	26,901	28,233	10,214.73	10,725.47	11,261.74	11,824.83	12,416.07	13,034.46	127.68	134.07	140.77	147.81	155.20
95	272,223	285,834	300,125	315,132	330,888	347,639	22,685	23,819	25,010	26,261	27,574	28,941	10,470.10	10,993.60	11,543.28	12,120.45	12,726.47	13,363.06	129.88	136.42	143.29	150.51	158.08
96	279,028	292,980	307,629	323,010	339,160	356,239	23,252	24,415	25,636	26,917	28,263	29,674	10,731.85	11,268.44	11,831.87	12,423.46	13,044.63	13,700.02	134.15	140.86	147.90	155.29	163.06
97	286,004	300,304	315,319	331,085	347,639	365,239	23,834	25,025	26,277	27,590	28,970	30,437	11,000.15	11,550.16	12,127.66	12,734.05	13,370.75	14,042.02	137.50	144.38	151.60	159.18	167.13
98	293,154	307,812	323,202	339,362	356,330	374,370	24,429	25,651	26,934	28,280	29,694	31,197	11,275.15	11,838.91	12,430.86	13,052.40	13,705.02	14,488.02	140.94	147.99	155.39	163.15	171.31
99	300,483	315,507	331,282	347,846	365,239	384,681	25,040	26,292	27,607	28,987	30,437	31,997	11,557.03	12,134.88	12,741.63	13,378.71	14,047.64	14,852.02	144.46	151.69	159.27	167.23	175.60
100	307,995	323,395	339,564	356,543	374,370	394,255	25,666	26,950	28,297	29,712	31,197	32,757	11,845.96	12,438.25	13,060.17	13,713.18	14,398.83	15,120.02	148.07	155.48	163.25	171.41	179.99





## Appendix IV

### Salary Range Placement Recommendations

**City of Rio Dell**  
**Appendix IV: Salary Range Placement Recommendations**  
**June 2020**

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant I	\$4,185			24	\$4,776	14.13%		Internal Alignment - 10% below Accountant II
Accountant II	\$4,604	-13.9%	\$5,244	28	\$5,272	14.52%	X	Market and Range Placement
Administrative Assistant	\$2,847			10	\$3,380	18.73%		Internal Alignment - 15% below Administrative Technician
Administrative Technician	\$3,456			16	\$3,920	13.43%		Internal Alignment- Anchor to Senior Fiscal Assistant
Chief of Police	\$7,460	-16.2%	\$8,669	48	\$8,639	15.80%	X	Market and Range Placement
City Clerk	\$5,031	6.2%	\$4,719	24	\$4,776	-5.07%	X	Market and Range Placement; y-rate
City Manager	\$9,449	-7.6%	\$10,167	55	\$10,269	8.69%	X	Market and Range Placement
Community Development Director	\$7,135			43	\$7,636	7.02%	X	Internal Alignment - Anchored to Finance Director
Community Services Officer <sup>1</sup>	Proposed		\$4,021	17	\$4,018		X	Market and Range Placement
Finance Director	\$5,965	-27.1%	\$7,582	43	\$7,636	28.01%	X	Market and Range Placement
Fiscal Assistant I	\$2,806			8	\$3,218	14.66%		Internal Alignment - 10% below Fiscal Assistant II
Fiscal Assistant II	\$3,146	-13.4%	\$3,567	12	\$3,552	12.90%	X	Market and Range Placement
Office Assistant	\$2,330			4	\$2,915	25.12%		Internal Alignment - 15% below Administrative Assistant
Planning & Building Permit Specialist <sup>1</sup>	Proposed		\$3,940	16	\$3,920		X	Market and Range Placement
Police Corporal	\$4,509			29	\$5,404	19.85%		Internal Alignment - 10% below Sergeant
Police Officer	\$4,099	-14.9%	\$4,710	23	\$4,660	13.68%	X	Market and Range Placement
Public Works Leadman	\$3,253			14	\$3,731	14.72%		Internal Alignment - 10% above Utility Worker II
Records Technician	\$3,201	-10.9%	\$3,550	12	\$3,552	10.95%	X	Market and Range Placement
Senior Fiscal Assistant	\$3,607			16	\$3,920	8.68%		Internal Alignment - 10% above Fiscal Assistant II
Sergeant	\$5,055	-19.1%	\$6,020	33	\$5,965	18.01%	X	Market and Range Placement
Utility Worker I	\$2,570			6	\$3,063	19.17%		Internal Alignment - 10% below Utility Worker II
Utility Worker II	\$2,828	-20.4%	\$3,405	10	\$3,380	19.52%	X	Market and Range Placement
Utility Worker III	Proposed			14	\$3,731			Internal Alignment - 10% above Utility Worker II
Wastewater Superintendent	\$5,445	-14.9%	\$6,256	35	\$6,267	15.11%	X	Market and Range Placement
Wastewater Superintendent Trainee	\$4,099			27	\$5,144	25.48%		Internal Alignment - 20% below Wastewater Superintendent
Water/Streets Superintendent	\$5,774	-9.6%	\$6,328	35	\$6,267	8.55%	X	Market and Range Placement
Water/Wastewater Plant Operator I	\$3,408			13	\$3,640	6.82%		Internal Alignment - 10% below W/W Plant Op II
Water/Wastewater Plant Operator II	\$3,749	-8.5%	\$4,067	17	\$4,018	7.19%	X	Market and Range Placement
Water/Wastewater Plant Operator III	Proposed			21	\$4,435			Internal Alignment - 10% above W/W Plant Op II

Footnote 1: Salary recommendations based on Base Salary Market Median for proposed classes.

**Legend for columns:**

- Column 1 - Classification Title.
- Column 2 - Client's current monthly maximum salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 7 - This is the Job Family and displays internal relationship for salary alignment.
- Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).





## Appendix V

### Additional Benefits

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

Longevity	
City of Rio Dell	
Bargaining Unit	Benefit
RDEA	3% increase for employees with ten or more years service with the City.
RDPOA	N/A
Management	N/A
City of Alturas	
Bargaining Unit	Benefit
General	Employees who have twenty (20) years of full continuous employment, and each year thereafter on an employee's anniversary date, shall receive twenty (20) hours of longevity pay.
Safety	
Police Chief	
City Clerk	
Finance Director	
City of Colusa	
Bargaining Unit	Benefit
CCEA	Additional Merit Steps 6-10 with 2% in between each step and eligible every 2 years after the 5th step.
POA	
Mid-Management	
Department Heads	Employees who have been at the top of their salary range for 12 months and have served a total of 120 months with the CITY shall qualify to receive a 5% Longevity Pay salary differential.
City Clerk	N/A
City of Corning	
Bargaining Unit	Benefit
Miscellaneous	Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Public Safety	Annual satisfactory performance evaluations will be required to receive and maintain annual pay increase. A performance evaluation will be made 30-days before the employee's anniversary date. Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Dispatchers	
Management	
City Manager	
City of Crescent City	
Bargaining Unit	Benefit
CCEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CECC	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional percent (5%) of their base hourly pay. Employees with fifteen (15) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. Employees with twenty (20) years of full--time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.



**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

Longevity	
CCPOA	Employees with ten (10) years of service or more will be compensated by an additional five percent (5%)of their base hourly pay. For the purposes of computing ten (10) years of serviced, the tenth anniversary of full-time employment will be used for qualification. Employees with twenty (20) years of consecutive service with the City will be compensated by an additional five percent (5%) of their base hourly pay.
CCMEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
Executive	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
City of Ferndale	
Bargaining Unit	Benefit
City Manager	N/A
Chief of Police	
All Others	
City of Fortuna	
Bargaining Unit	Benefit
FEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
FPEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Unrepresented	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City Manager	N/A
Police Chief	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Finance Director	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City of Gridley	
Bargaining Unit	Benefit
GPOA	Effective with an employee's 10th consecutive year of service, one percent (1%) of the employee's gross salary shall be added to that employee's base salary. Effective with an employee's 15th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for total longevity pay of two percent (2%). Effective with an employee's 20th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for a total longevity pay of three (3%).
IBEW	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3%

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

Longevity	
Management	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3% 25 Years of service = 4%
City of Mt. Shasta	
Bargaining Unit	Benefit
POA	10 consecutive years of service = 2% of regular pay
Teamsters	15 consecutive years of service = 4% of regular pay
Unrepresented	20 consecutive years of service = 6% of regular pay
City of Orland	
Bargaining Unit	Benefit
General	2.5% above current salary rate upon completion of 10, 15, 20, 25 and 30 full consecutive years of employment. Police Chief does not receive longevity benefits.
Police	
Mid-Management	
Unrepresented	
City of Red Bluff	
Bargaining Unit	Benefit
Operating Engineers	5% increase upon 10 years of continuous service with the City.
Mid-Management & Management	5% increase upon 10 years of continuous service with the City.
POA	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City.
Police Mid-Management	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City, additional 5% increase upon 20 years of continuous service with the City.
City of Weed	
Bargaining Unit	Benefit
Sworn Police	5% at completion of 10 years of full-time service, additional 5% at completion of 15 years of full-time service, 5% at completion of 20 years of full-time service
Non-sworn Police	
Operating Engineers	
Unrepresented	
Management	
City of Willits	
Bargaining Unit	Benefit
IBEW	10th Anniversary date and each year thereafter = \$750/year
WPOA	20th Anniversary date and each year thereafter = \$1,500/year
Unrepresented	25th Anniversary date and each year thereafter = \$3,000/year
At-Will	
City of Yreka	
Bargaining Unit	Benefit
YEA	After 10 Years = 5% increase in top step of salary range.
YPOA	N/A
Management	
Confidential	
YPAA	



**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

Cell Phone Allowance	
City of Rio Dell	
Bargaining Unit	Benefit
RDEA	Plant Operators , Utility Workers, PW Leadman = \$350/year
RDPOA	Police Officer = \$410/year Police Sergeant = \$820/year
Management	\$1,400/year
City of Alturas	
Bargaining Unit	Benefit
General	N/A
Safety	
Police Chief	
City Clerk	
Finance Director	
City of Colusa	
Bargaining Unit	Benefit
CCEA	N/A
POA	N/A
Mid-Management	Department Head/Middle Management can elect to have a city phone or a \$50 monthly stipend for use of their personal phone.
Department Heads	
City Clerk	N/A
City of Corning	
Bargaining Unit	Benefit
Miscellaneous	The City provides a cell phone to some members of the Management Unit as well as many of those in Public Works, others can request reimbursement for business calls on personal phones by providing a copy of bills listing those calls.
Public Safety	
Dispatchers	
Management	
City Manager	
City of Crescent City	
Bargaining Unit	Benefit
CCEA	The City provides basic phones to public works staff and iphones to supervisors, managers and department heads. This is not a phone allowance, but paid for by the City.
CECC	
CCPOA	
CCMEA	
Executive	
City of Ferndale	
Bargaining Unit	Benefit
City Manager	City provides cell phone.
Chief of Police	City provides cell phone.
All Others	City provides cell phone to sewer dept employees.
City of Fortuna	
Bargaining Unit	Benefit
FEA	N/A
FPEA	
Unrepresented	
City Manager	
Police Chief	
Finance Director	
City of Gridley	
Bargaining Unit	Benefit
GPOA	Police Officer, Detective, Police Sergeant and Dispatch = \$40/month

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

IBEW	\$40/month for Public Works Leadworker, Electric Customer Service Technician, and EEs that the City determines to need a cell phone to conduct City business.
Management	\$75/month
City of Mt. Shasta	
Bargaining Unit	Benefit
POA	N/A
Teamsters	
Unrepresented	
City of Orland	
Bargaining Unit	Benefit
General	N/A
Police	
Mid-Management	
Unrepresented	
City of Red Bluff	
Bargaining Unit	Benefit
Operating Engineers	\$25/month.
Mid-Management & Management	
POA	
Police Mid-Management	
City of Weed	
Bargaining Unit	Benefit
Sworn Police	City paid cell phone
Non-sworn Police	N/A
Operating Engineers	City paid cell phone
Unrepresented	N/A
Management	City paid cell phone
City of Willits	
Bargaining Unit	Benefit
IBEW	10th Anniversary date and each year thereafter = \$750/year 20th Anniversary date and each year thereafter = \$1,500/year 25th Anniversary date and each year thereafter = \$3,000/year
WPOA	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own. If they elect to use their own cell phone they receive a \$20 stipend each month.
Unrepresented	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own with the exception of five employees who are non-management employees working as an office assistant, water biller, accounts payable, grant writer and assistant city planner. For non-management, if they elect to use their own cell phone, they receive a \$20 stipend each month. For Department Heads and Managers they receive a \$50 stipend.
At-Will	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own. If they elect to use their own cell phone they receive a \$50 stipend each month.
City of Yreka	
Bargaining Unit	Benefit
YEA	No Allowance given. Some position are issued City phones for business use, based on the needs of the department. This need is becoming broader, as technology changes for the work units. Most management/supervisory employees are issued phones, along with any staff that is expected to respond with or use a mobile device as a part of their duties.
YPOA	
Management	
Confidential	
YPAA	





## **Staff Highlights – 2020-08-04**

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### **City Council**

#### **City Manager**

Reissued vehicle bids for various PD and PW vehicles.

Interviews for Utility Worker I/II position

Reception and distribution of COVID-19 Supplies to local business from the Governor's Office and Arcata Economic Development Corporation.

#### **City Clerk**

Processed four (4) Building Permits

256 Willow Lane – 100 Amp Electrical Upgrade

600 Dinsmore Ranch Road – 30 KW Generator at Cell Tower Site

230 Smither Ct. – Solar Battery System

541 Third Ave. - Sunroom

Processed one (1) Encroachment Permit Application

PG&E – Replace cross arm at pole on Willow Lane

Misc.

Sent letter related to a complaint of a business operating without a license.

#### **City Attorney**

#### **Human Resources, Risk & Training**

#### **Finance Department**

#### **Public Works Water**

General Corp Yard Water facility Maintenance and prep for Slurry Coat Contractors Work Site

Power meter was installed at Water Control Building to monitor power usage for billing purposes.  
(ONGONG)

Water leak on View Ave



Water leak on Bellevue Ave

Repair plumbing at Water Treatment Plant

Road Preparations for paving and Slurry Coating

Work at Rio Dell Metropolitan Wells, Clean and Flush filters. Preparations to possibly use later next month.

Roadways and Parks mowing / weedeating.

Gateway Irrigation systems repairs

### **Public Works Wastewater**

- Meeting with GHD to finish up GIS mapping questions
- Meeting with GHD to discuss Chloramines disinfection.
- Assisted utilities crew with water leak on View St.
- Investigating collection system for possible sources of I&I on the painter St. line
- Sewer jetting and cleaning throughout the city collection system.
- Mowed and baled Irrigation field.
- Pape service tractor equipment.
- Pape tractor repair on Backhoe and Little green John Deere tractor
- Interviews for the open utilities position.
- Submitted the 2 Qtr report to the water resource control board.
- Routine Sampling and monitoring at the WWTP.
- Conducted bench testing with chloramines and waste water lab.

### **Public Works Streets, Buildings and Grounds**

Worked with wastewater at painter lift station

Cleaned briars at back of city lot

Scraped weeds on road around lift station

Picked up PPE from city of Eureka

Cleanup trash behind city hall and take to the dump

Water trees on South Island

Helped Wastewater with plant wash down)





Worked with waste water cleaning sewer lines (troubled areas)

Public Works City Engineer

Public Works Capital Projects

Police Department

Community Development Department

Intergovernmental

Humboldt-Rio Dell Business Park



*Rio Dell City Hall  
675 Wildwood Avenue  
Rio Dell, CA 95562  
(707) 764-3532  
cityofriodell.ca.gov*

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action on the Self-Generation Incentive Program (SGIP) and Approval of Agreement with Tesla to Install Related Battery Power Supply

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Authorize participation in the Equity Resilience SGIP with Tesla, further directing staff to enter into necessary agreements and authorize construction of the proposed battery bank facility at the City of Rio Dell Corporation Yard. Or,

Take no action.

BACKGROUND AND DISCUSSION

Staff became aware of a potential opportunity in early July to secure an emergency power supply for the corporation yard. Funding for the project is derived from an "Equity Resilience" SGIP program through the California Public Utilities Commission (CPUC). The offering precipitated by last year's PSPS events, opened on May 12<sup>th</sup> and funding is already half allocated. Time is limited and the funding source is nearing full subscription so time is of the essence. At this time, staff believes the Rio Dell corporation yard is competitive for these funds.

In order to be awarded SGIP, a facility needs to be designated as critical, be located in a disadvantaged community, and experienced 2 or more PSPS events. In order for Tesla to be interested, the load requirements must be of sufficient size. All of these requirements the corporation yard can meet. This is a potentially advantageous program for the city, as it will add to the resiliency of our corporation yard's energy supply, the primary consumer being wastewater operations, and also save approximately \$300,000 over the next ten years through advantageous management of the system; where power is purchased at low cost periods and that low cost energy is then applied during high cost periods.

Tesla would manage and maintain the system over the next ten years. The system would become an asset of the City of Rio Dell immediately upon completion of construction. The system can also integrate with a solar installation at the corporation yard – further adding to the usefulness and cost effectiveness of the system.



There are some minor costs to the city associated with the project. (1) Insurance costs, (2) some staff time may not be reimbursable, (3) services and installation outside of the standard scope of the project, if any, (4) high speed internet and/or ATT wireless to the site, (5) and possible PG&E interconnection costs. Additionally, the City has spent \$100 on a deposit with Tesla in order to open an account and start the SGIP process. Compared to the potential savings and added resiliency of the energy supply, staff considers these costs to be minimal.

Assuming approval and execution of the attached agreements and timely processing and approval by CPUC, Tesla estimates the system becoming operational by April of 2021.

As of publication the City Attorney is still reviewing the attached documents.

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## TESLA COMMERCIAL ENERGY STORAGE

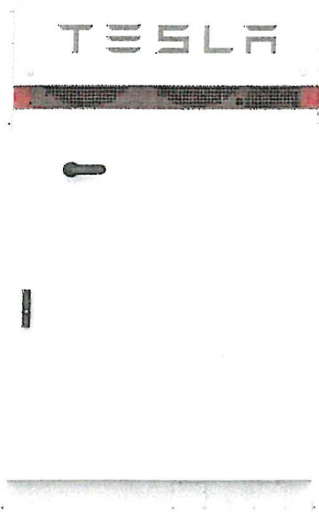
We take a long-term approach to ensure your energy storage system provides maximum performance, simplified integration and all-weather capabilities. You have peace of mind knowing that Tesla has successfully deployed 2.5 million kilowatts of solar and 2 million kilowatt hours of energy storage around the world.



City of Rio Dell  
475 Hilltop Dr, Rio Dell, CA 95562, US



## ENERGY STORAGE SYSTEM RATINGS



Battery Output Rating	280 kW
Battery Size (6 Packs)	1,392 kWh
Battery Value	\$866,796
Total Project Cost	\$0
Fully Charged Duration	19 hours
Average Duration	9.5 hours



### EMERGENCY BACKUP

Powers a facility when the grid goes down



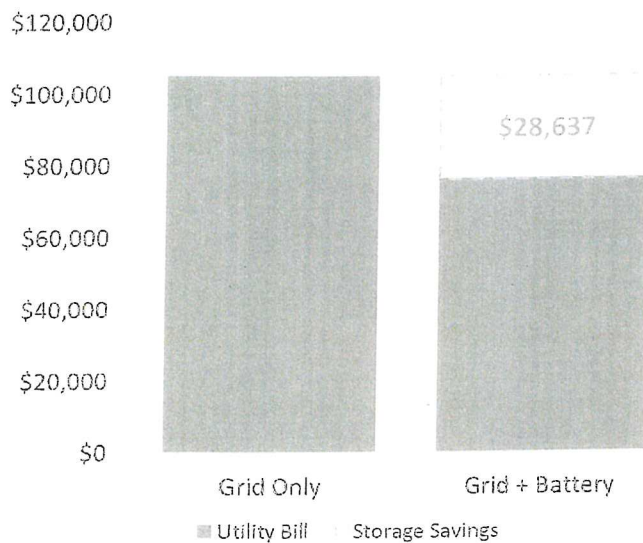
### PEAK SHAVING

Discharge at times of peak demand to reduce expensive demand charges

# PROPOSED SAVINGS PROJECTIONS

## Battery Energy Storage System Savings

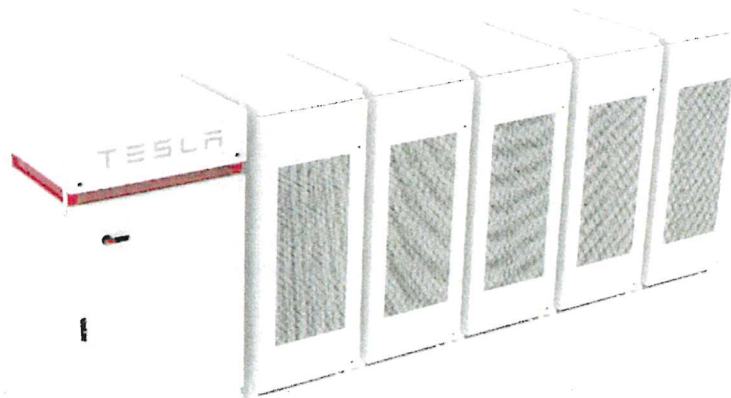
### Estimated Annual Electricity Savings



### Estimated Long Term Electricity Savings

10 Year Value      \$306,354

20 Year Value      \$661,541



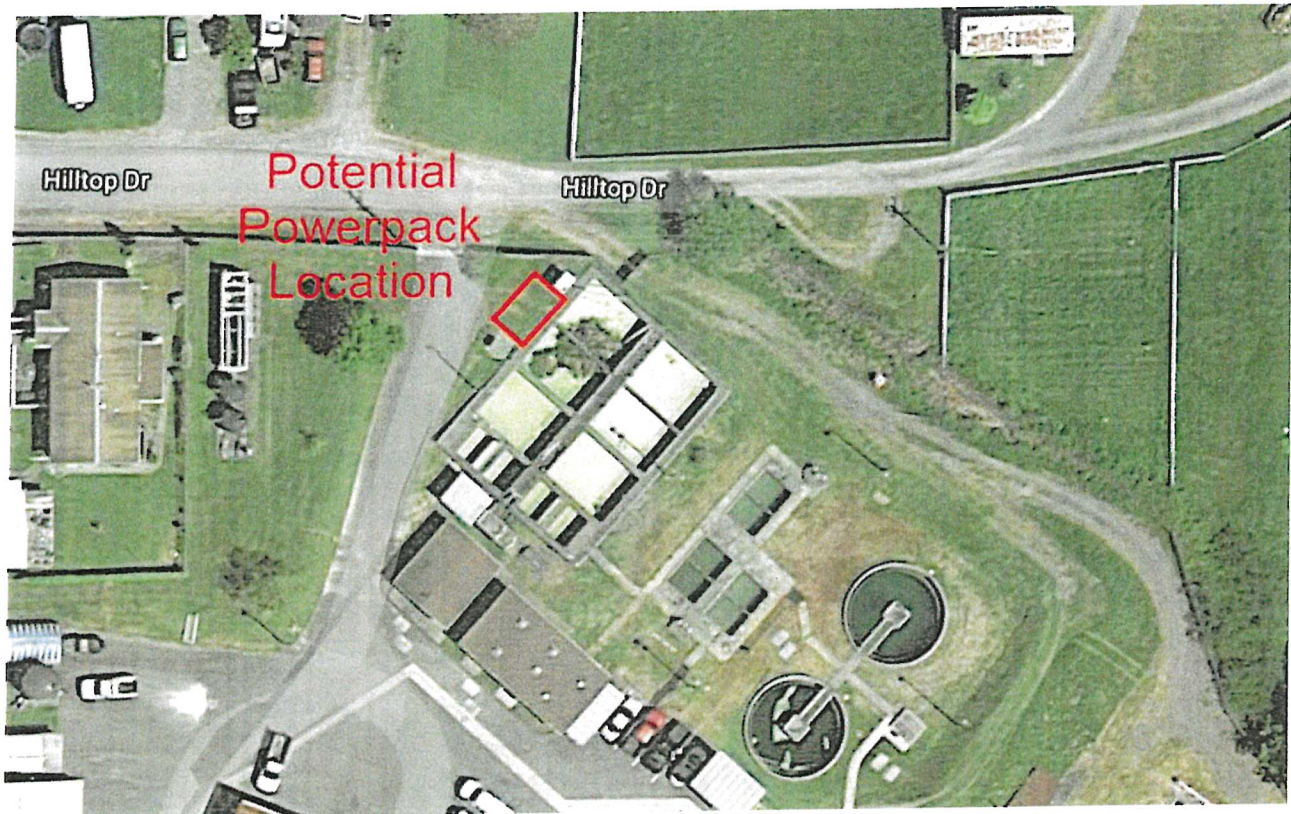
### SCE Tariff Information

- We recommend that you remain on the PG&E tariff B-19 to optimize your savings with storage

Your Tesla contact Brian Ward  
 at [bw@tesla.com](mailto:bw@tesla.com) or 1-877-876-1174



## PROPOSED SYSTEM LAYOUT



### Additional Information

- Specific site/project specifics will need to be confirmed as part of the Site Survey & Permitting Process
- This proposed system has been modelled for a backup of all circuits under the billed load of PG&E Meter – 1006732143
- **ENGINEERING NOTES:**
  - SERVICE VOLTAGE: 480Y/277V<
  - BUS AMPS: 1000
  - MCB AMPS: 1000
  - SWBD MFR: Eaton
  - MCB MFR: Eaton
  - MCB REMOTE: yes, w/ arcsafe
  - MCB ADJUSTMENT: fuses
  - PROPOSED MCB TRIP: 1000
  - REMAINING MCB AMPS: 778
  - MULTIPLE METERS: FALSE
  - Load side connect between main fused switch and main breaker on distribution panel. These will exempt the BESS from 120% rule. Will require CBS Arc-safe device to control main fused switch.
  - Main meter and fused switch located in standalone, remote, cabinet. Entry to load side of switch achievable for a tap connection.
  - Flood zone review required, since site is directly adjacent to Eel River.



### Standard Non-Disclosure Agreement

**Effective Date:** July 22, 2020

**Tesla Contact:** Brian Ward

This Standard Non-Disclosure Agreement ("NDA") is entered as of the Effective Date between the Tesla entity ("Tesla") and the company or individual ("Company") identified below. Tesla and each Company agree as follows:

1. **Purpose.** Tesla may disclose Confidential Information to Company in order to consider a potential business relationship with each other or fulfill the objectives of such relationship ("Purpose"). "Confidential Information" means information disclosed by Tesla or its Affiliate to Company or its Affiliate that is marked as confidential or proprietary, identified as confidential or proprietary (e.g. if disclosed orally or visually), or disclosed under circumstances by which Company should reasonably understand that such information is deemed by Tesla to be confidential or proprietary. All Confidential Information and derivations thereof remain Tesla's sole property, and no license or other right to Confidential Information or any intellectual property is granted or implied by this NDA or any disclosure. Tesla is not required to disclose any information hereunder. All Confidential Information is provided on an "AS IS" basis. Tesla disclaims any and all representations, warranties, or assurances concerning the Confidential Information, including as to accuracy, performance, completeness, suitability, or third-party rights.
2. **Confidentiality.** Subject to Section 3, Company and its Affiliates may not: (a) use Confidential Information for any reason except the Purpose; or (b) disclose Confidential Information to any individual or third party except to its personnel, directors, consultants, professional advisors, and Affiliates, or (to the extent expressly approved in writing by Tesla) other unaffiliated third parties, in each case that (i) have a "need to know" such Confidential Information for the Purpose and (ii) are bound to confidentiality obligations that protect Confidential Information to at least the same extent as the terms of this NDA (collectively, "Authorized Recipients"); or (c) make any public disclosures relating to the existence of this NDA or the Purpose without Tesla's prior written consent; or (d) identify, or attempt to identify, any data subject (e.g. one or more individuals, vehicles, products, or entities) through any de-identified or anonymous data disclosed by Tesla. Company shall implement and maintain appropriate organizational, technical, and administrative security measures, exercising the same degree of care to protect Confidential Information that it uses for its own confidential information of a similar nature, but in no event less than reasonable care. Promptly after learning of any unauthorized use or disclosure of, and/or unauthorized attempts to access or modify, any Confidential Information in Company's (or its Authorized Recipients') custody or control, Company shall notify Tesla in writing and cooperate with Tesla to investigate and mitigate any adverse effects. Company shall be responsible for any unauthorized use or disclosure of Confidential Information by any of its Authorized Recipients.
3. **Exceptions.** The obligations of Section 2 will not apply to information that: (a) is already known to Company at the time of disclosure without obligation of confidentiality, (b) is or becomes publicly known through no wrongful act or omission of Company, (c) is rightfully received by Company from a third party without obligation of confidentiality, (d) is approved for release by Tesla's written authorization, (e) was developed by Company independently and without the use or benefit of any Confidential Information. A disclosure that Company is required to make pursuant to any order or requirement of a court, administrative agency, other governmental agency, or stock exchange or (f) is a "public record", as that term is defined by California Government Code section 6252, that is required to be disclosed pursuant to the California Public Records Act will not be deemed a breach of Section 2 of this NDA, provided that Company has to the extent permitted by law: (x) promptly notified Tesla in writing of such order or requirement, (y) given Tesla an opportunity to challenge or limit the disclosure requirement or seek an appropriate protective order, and (z) cooperated with Tesla to narrow the scope of such disclosure to only that portion of the Confidential Information that is necessary to fulfill the order or requirement. A disclosure which complies with a U.S. Federal Acquisition Regulation permitting disclosures to the government concerning government contracts will not be deemed a breach of this NDA. Each party is hereby given notice of the immunity set forth in 18 USC § 1833(b).
4. **Affiliate.** "Affiliate" means an entity which either controls or is controlled by a party or is under common control with a party, where "control" means the power to direct or cause the direction of an entity's management and policies through ownership or control of at least 50% of its voting securities or ownership interest.
5. **Termination.** This NDA is effective as of the Effective Date and will expire 3 years thereafter. Either party may terminate this NDA for any or no reason by giving 60 days' prior written notice to the other party. Expiration or termination shall not affect a party's rights or obligations with respect to Confidential Information disclosed before such expiration or termination, and such rights or obligations will continue as long as Company or its Affiliate has custody of or control over Confidential Information. Upon expiration or termination of this NDA or Tesla's written request, Company shall promptly return to Tesla all Confidential Information or certify in writing that all Confidential Information has been destroyed. Sections 2, 3, and 5-7 will survive for 5 years after the expiration or termination of this NDA.
6. **Disputes; Venue.** This NDA is governed by the laws of the county, state, and country specified below Tesla's signature, in each case without regard to conflict of laws principles. Company will be jointly and severally responsible for the acts and omissions of its Affiliates and each Authorized Recipient. The rights of and damages incurred by a Tesla Affiliate will be deemed to be rights of and damages incurred by Tesla. The Parties shall discuss in good faith a resolution to any conflict or



### Standard Non-Disclosure Agreement

dispute under this NDA. The exclusive venue for any judicial action arising out of or relating to this NDA will be the state, federal, or regional courts for the location specified below Tesla's signature. The parties, for themselves and their respective Affiliates and Authorized Recipients, hereby waive any challenge to venue and jurisdiction in such courts. If Tesla substantially prevails in any action to enforce this NDA, it will be entitled to recover its costs of enforcement from Company and its Affiliates, including reasonable attorneys' fees. Company acknowledges that breach of this NDA would cause Tesla irreparable harm for which monetary damages would not provide an adequate remedy and Tesla will, in addition to any other available remedies, be entitled to temporary and permanent injunctive relief with respect to such breach without proof of actual damages or the posting of bond or other security.

7. Miscellaneous. This NDA constitutes the entire agreement between the parties regarding its subject matter and supersedes all prior agreements, representations, and understandings, between the parties regarding its subject matter. If any provision hereof is held by a court of competent jurisdiction to be illegal or unenforceable, such provision shall be changed and interpreted so as to best accomplish the objectives of the original provision to the fullest extent allowed by law, and the remaining provisions of this NDA shall remain in full force and effect. This NDA is written in the English language, and the English version shall prevail over any translation thereof. A waiver of any right hereunder does not imply waiver of any other rights. No waiver, alteration, modification, or amendment of this NDA shall be effective unless in writing and signed by both parties. This NDA may be signed in duplicate originals or in separate counterparts, each of which is effective as if the parties signed a single original, and a facsimile of an original signature or electronically signed version transmitted to the other party is effective as if the original was sent to the other party. Any notice required or permitted by this NDA shall be made in writing and be deemed delivered upon verification of delivery to the other party. Company may not assign, transfer, or otherwise convey or delegate any of its rights or duties under this NDA (except to the successor in a merger, acquisition, or corporate reorganization of Company) without Tesla's prior written consent, and any attempt to do so shall be void.

Tesla and each Company execute this Standard Non-Disclosure Agreement through their duly authorized representatives.

<b>Tesla: Tesla, Inc.</b>
Signed: _____
Printed: _____
Title: _____
Date: _____
<b>Contact Information:</b>
Legal Department
PO Box 15430, Fremont CA 94539, USA
Phone : +1-650-681-5000
Governing Law: <u>California</u>
Venue: <u>Santa Clara County, California</u>

<b>Company:</b> _____
Signed: _____
Printed: _____
Title: _____
Date: _____
<b>Contact Information:</b>
Name/Dept.: _____
Address: _____
Phone: _____



**Tesla Energy Products Purchase Agreement  
California Self-Generation Incentive Program (SGIP)**

This "Agreement" is between Tesla, Inc. ("Tesla"), and the entity represented by you, as the signatory to this Agreement ("Buyer"). The Agreement consists of (1) the below Price Sheet and (2) the attached terms & conditions, and is effective on the date that you agree to this Agreement (by electronic acceptance, signature or e-mail).

As described in Section 2 below, as a condition of the pricing in this Agreement, Buyer must also sign a ten (10) year "Services Agreement," contemporaneously with this Agreement.

**Price Sheet**

**Buyer information**

Buyer Name: City of Rio Dell

Street Address: 475 Hilltop Dr, Rio Dell, CA 95562, US (JB-955159-00)

Signatory Name:

Signatory Phone Number:

**Tesla entity**

Tesla, Inc. of 3500 Deer Creek Road, Palo Alto, CA 94304

888-765-2489

CA CSLB 949283

**Energy Products and Contract Price**

Energy Storage System	280 kW/	1392 kWh Powerpack System
<b>Product Value:</b>		\$866,796
<b>SGIP Eligible Costs:</b>		\$1,261,812
<b>Contract Price (after SGIP Incentive and discounts):</b>		\$0

**Approximate Completion Date**

60-180 days from the date of this Agreement

**Signed by**

Buyer:

Your signature:

Title:

Date:

Tesla, Inc.:

By:

Title: Sr. Director, Commercial Energy Sales

Date: July 22, 2020





## Energy Products Purchase Agreement Terms & Conditions

1. **Authorization; Representations.** By your acceptance of this Agreement (by electronic acceptance or signature), you represent and agree that you are an authorized representative of Buyer, permitted to bind Buyer in this Agreement. If applicable, you and Buyer further represent and warrant to Tesla that all financial information that you or Buyer has provided (or will provide) to Tesla is true and accurate and fairly represents Buyer's financial position as at the date it was provided. Tesla may terminate this Agreement if any of the representations in this Section 1 are incorrect.
2. **Purchase; SGIP Program.**
  - (a) Buyer agrees to purchase the "Products" indicated in the Price Sheet. Tesla agrees to sell Buyer the Products and install them at the address you provided in the Price Sheet (the "Site"). Notwithstanding the above, prior to installing the Products, Tesla may review Buyer's credit, and Tesla shall have the right to terminate this Agreement in its sole discretion based upon the outcome of such credit review.
  - (b) The Products will be financed by the California Self-Generation Incentive Program ("**SGIP**"), which provides an incentive payment to be paid over five (5) years, subject to certain conditions (the "**SGIP Incentive**"). The SGIP Incentive when assigned to Tesla as the SGIP payee permits Tesla to offer the Products at a reduced cost, or no cost to Buyer. Buyer hereby assigns the SGIP Incentive to Tesla, and releases any claim to the SGIP Incentive. Buyer agrees to cooperate with Tesla's efforts to obtain the SGIP Incentive, including signing necessary documents.
  - (c) As a condition of receiving pricing based upon the SGIP Incentive, Buyer agrees to notify Tesla and the SGIP program administrator, not less than ninety (90) days in advance, if Buyer intends to sell or relocate the Products within ten (10) years after the date they are installed. This obligation will survive the termination or expiration of this Agreement. Contact information for the SGIP program administrator can be found at <https://www.selfgenca.com/home/contact/>. Notification to Tesla should be directed to [CommercialAccounts@Tesla.com](mailto:CommercialAccounts@Tesla.com).
  - (d) In order to enable the SGIP Incentive, Buyer is required to sign the "**Services Agreement**" contemporaneously with this Agreement. As more fully detailed therein, the Services Agreement provides for Tesla to maintain the Products for ten (10) years, and also provides that Tesla will remotely operate the Products in a manner necessary to obtain the SGIP Incentive.
3. **Contract Price.** The Price Sheet shows the price of the Products and their installation after the SGIP Incentive ("Contract Price"), and the value of the Products ("Product Value"). The Contract Price is charged in accordance with the Schedule of Payments on the Price Sheet, and payment is due thirty (30) days after the date of each invoice. Subject to Section 4, the Contract Price is inclusive of all taxes and permitting fees. The Contract Price does not include, and Tesla is not obligated to provide, any ongoing services in connection with the Products (including maintenance services), except as required in connection with Tesla's limited warranties in Section 12, and as separately agreed under the Services Agreement.
4. **Changes to Price Sheet.**
  - (a) Tesla's obligation to install the Products is conditioned on such work falling with Tesla's "Standard Scope", which assumes standard wage rates, no unforeseen site conditions, no significant upgrades to existing electrical works, interconnection fees not to exceed \$1,000, and customary government costs, taxes and fees. Further information about what constitutes Tesla's Standard Scope is available upon request.
  - (b) Tesla has the right to update the Price Sheet if, upon further diligence regarding the Site, Tesla determines that there are conditions outside of the Standard Scope. If Buyer does not reject the updated Price Sheet within thirty (30) days and cancel this Agreement, the changes will be deemed accepted.
  - (c) In addition, Tesla may in its sole discretion determine that because of issues beyond the Standard Scope, or because of the unavailability of the SGIP Incentive, Tesla will not install the Products. In such case, Tesla may terminate this Agreement by notice to Buyer, and if applicable shall refund the Order Payment.
5. **Installation; Service.** Tesla will contact Buyer to perform an energy efficiency audit of the Site as required by the SGIP program, and subsequently, to schedule installation of the Products. Installation will be performed by Tesla or an affiliate or subcontractor, at Tesla's election. Tesla will commission the System in accordance with its standard practices. Buyer authorizes Tesla, or its affiliate or subcontractor, to submit on Buyer's behalf any permit or interconnection application





that is required in connection with the Products. Buyer also agrees to give Tesla, or its affiliate or subcontractor, access to the Site as scheduled so Tesla can install and service the Products. Buyer is responsible for all existing property conditions at the Site, whether known or unknown.

6. **Payment.** By entering into this Agreement, Buyer agrees to pay the Contract Price as described in the Price Sheet. Tesla may provide combined or separate invoices for each of the Products. Risk of loss shall transfer with respect to each component of the Products, upon its delivery to the Site. Title to the Products will transfer to Buyer after Tesla (i) completes installation and (ii) receives payment in full of the Contract Price (if any).

7. **Order Payment.** The Order Payment (if any) that Buyer previously paid for the Products is now non-refundable, except in the circumstances described in Section 4(c). When this Agreement becomes effective, Tesla incurs significant costs preparing to install the Products. The Order Payment is a reasonable estimate of the damages Tesla would incur if Buyer cancels its order before the Products are installed.

8. **Privacy.** The [Tesla Customer Privacy Policy](#) is part of this Agreement. You, as the authorized representative of Buyer, agree to be contacted at the phone number listed in the Price Sheet with more information or offers about Tesla products. You understand these calls or texts may use automated dialing or pre-recorded messages. This consent is not a condition of purchase. You may opt out of this consent at any time by contacting Tesla at 1-888-765-2489.

9. **Intellectual Property.** Tesla owns all intellectual property rights associated with the Products. Tesla grants Buyer a non-exclusive license to use any software embedded into the Products, only in connection with the operation of the Products.

10. **Remote Monitoring and Firmware Upgrades.**

(a) Buyer agrees that Tesla may access the Products remotely to monitor performance, perform diagnostics and upgrade firmware. This monitoring requires a high speed internet line, which Buyer must provide at Buyer's cost. If Buyer does not maintain this internet connection, Tesla cannot monitor the Products. Tesla is not responsible for any issues arising from Buyer's failure to provide an internet connection, or a failure of monitoring arising from the same.

(b) "Buyer Data" consists of the data related to the Products which Tesla makes available to Buyer via the Tesla app or any other performance monitoring provided by Tesla. Buyer Data shall be owned by Buyer. Tesla may use Buyer Data (i) to perform its obligations under this Agreement including any warranties, (ii) to improve Tesla's products and services generally (including by performing analyses on such information), and (iii) to aggregate with other data. Public disclosure of such information by Tesla is permitted if neither Buyer nor the owner or long-term occupant of the site where the Products are located (the "Site Host") could reasonably be identified from the publicly disclosed information.

(c) Any information obtained by Tesla through remote monitoring of the Products that is not Buyer Data shall be owned by Tesla ("Tesla Data"), shall be confidential information of Tesla, and shall not be required to be made available by Tesla to any person.

(d) Notwithstanding anything herein to the contrary, Tesla may disclose either Buyer Data or Tesla Data as requested or required by an applicable administrator of the SGIP program ("SGIP Administrator"), and Tesla shall not be responsible for the SGIP Administrator's use or disclosure of such data.

11. **Maintenance & Operation.** Tesla will provide Buyer with an initial copy of an applicable storage system operation and maintenance guide (as updated by Tesla from time to time, the "Manuals"). The Manuals provide Buyer with operation and maintenance instructions, answers to frequently asked questions, and service information. Buyer must cause the Products to be maintained in accordance with the Manuals (including by contracting with Tesla for maintenance services). In addition, Buyer must comply with the Manuals, to the extent the Manuals apply to Buyer's activities at the Site.

12. **Limited Warranties.** The Products and installation work are covered by the following limited warranties. **THESE ARE THE ONLY EXPRESS WARRANTIES MADE IN CONNECTION WITH THE PRODUCTS AND INSTALLATION WORK.** Any other warranties, remedies and conditions, whether oral, written, statutory, express or implied (including any warranties of merchantability and fitness for purpose, and any warranties against latent or hidden defects) are expressly disclaimed. If such warranties cannot be disclaimed, Tesla limits the duration of and remedies for such warranties to the durations and remedies described below.

Storage System	The Storage System is covered by the Tesla Limited Warranty applicable to the product and model purchased. By approving this Agreement, Buyer accepts the terms of the Tesla Limited Warranty for the applicable product, which can be obtained on our website or will be provided upon request.
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	In order to maintain the Tesla Limited Warranty, maintenance on the Storage System must be performed by Tesla, a Tesla affiliate or subcontractor, or a Tesla-certified maintenance provider.
Workmanship	Tesla warrants that (a) Tesla's installation workmanship will be free from defects for 10 years from the date the Products are installed (or, in the case of main panel or structural upgrades, 1 year from the date those upgrades were performed); (b) Tesla's installation workmanship will not invalidate the applicable Tesla Limited Warranty; and (c) Tesla will not damage the Site during our installation of the Products. If Tesla breaches this workmanship warranty, Tesla will repair the defective work or damage at Tesla's cost. If Tesla cannot do this itself, Tesla will pay for someone else to do it. Such repair work shall not extend the original warranty period, but the remainder of the original warranty period shall apply to the repair work.

13. **Warranty Exclusions.** The "Workmanship" warranty above does not cover any defect caused by (1) events beyond Tesla's reasonable control, including but not limited to lightning, flood, earthquake, fire, excessive wind and other extreme weather events, accidents, abuse, misuse or negligence; (2) Buyer's failure to operate or maintain the Products in accordance with the applicable owner's manual(s); (3) strikes by balls or other objects, dirt, dust, bird excrement, animals, insects, foliage or algae growth; (4) water entering around a fitting, accessory or other material not installed by Tesla; (5) any material or equipment connected to the Products that was not installed by Tesla; or (6) someone other than Tesla installing, altering, removing, re-installing or repairing any part of the Products unless that person does so in compliance with the applicable owner's manual(s). The "Workmanship" warranty also does not cover (i) any defects in the equipment or components incorporated into Tesla's work (such as breakers, electrical panels, soft-start devices for HVAC equipment, etc.); (ii) pre-existing conditions at the Site, including but not limited to unpermitted conditions, improper electrical wiring, cracked or crumbling masonry; (iii) normal wear and tear or deterioration, or superficial defects, dents or marks that do not impact the performance or functionality/integrity of the Products; or (iv) theft or vandalism. The warranty for the "Storage System" above is not subject to the above exclusions, but is subject to other exclusions which are described in the warranty document.

14. **IP Indemnity.**

(a) As used in this Section 14, "Representatives" means Buyer and Buyer's affiliates, and their respective directors, officers, partners, members, shareholders, agents, employees, subcontractors, successors and assigns; "Losses" means damages and liabilities, including reasonable attorneys' fees; and "Claim" means a claim, action, suit, proceedings, demand, investigation or assessment made or brought by any third party.

(b) Tesla shall indemnify, defend and hold harmless Buyer and its Representatives from any Losses arising out of any Claim alleging that the Products infringe the intellectual property rights of a third party. However, Tesla shall have no obligation to indemnify Buyer or any of its Representatives to the extent the Claim arises out of: (a) use of the Products in combination with any other products, materials or equipment not expressly authorized by Tesla; or (b) any modifications or changes made to the Products other than by Tesla. If a Claim for infringement or alleged infringement of any intellectual property rights is made, Tesla may, at its own expense, (i) modify any or all of the intellectual property rights so as to avoid the infringement or the alleged infringement; or (ii) take such other action as Tesla deems reasonable to avoid or settle such Claim.

15. **Limitation of Liability.** Tesla and Buyer shall not be liable to one another for any indirect, special or consequential damages arising out of this Agreement. To the fullest extent permitted by law, Tesla and Buyer's aggregate liability to one another under this Agreement is limited to the Product Value. This Section 15 applies, without limitation, to any liability arising out of any Site survey performed by Tesla or its affiliate or subcontractor in connection with this Agreement. This Section 15 does not apply to Buyer or Tesla's obligation to indemnify the other for third-party claims, as required under Section 14 or otherwise under applicable law.

16. **Term; Breach; Remedies.**

(a) This Agreement will continue in effect until Tesla has completed installation of the Products and received payment in full of the Contract Price, unless earlier terminated as permitted in Section 4 or this Section 16.

(b) If Tesla or Buyer is in breach of this Agreement, upon thirty (30) days prior written notice and opportunity to cure, the non-defaulting party may terminate this Agreement; and with or without terminating this Agreement, may pursue



any remedy it has under this Agreement or at law, including in Tesla's case, repossession of the Products (if title has not yet transferred) and collection of all amounts due (including those past due, which will be charged 2% interest per annum).

(c) Provisions of this Agreement which by their nature contemplate or govern performance or observance subsequent to the termination or expiration of this Agreement shall survive such termination or expiration until fully performed.

17. **Governing Law; Integration.** This Agreement is governed by the laws of the State of California. The information at the links described above is part of this Agreement. Any other terms relating to the Products that are not contained or referred to in this Agreement are not binding on Tesla or Buyer.

18. **Assignment.** Tesla may assign, sell or transfer this Agreement without Buyer's consent in connection with Tesla's financing activities, provided, that except in the case of an assignment as collateral only, the assignee shall be capable of performing (directly or indirectly) all of Tesla's obligations hereunder.

19. **Insurance.** Tesla shall maintain, at its sole cost and expense, the following insurance coverage and shall, within a reasonable time of Buyer's request, furnish to Buyer a certificate evidencing such coverage:

(a) **Commercial General Liability Insurance (CGL).** Tesla carries commercial general liability insurance with coverage amounts that meet or exceed those required by law.

(b) **Workers' Compensation Insurance.** Tesla carries workers' compensation insurance for all employees in compliance with law.

20. **Further Assurances.** Tesla and Buyer shall each at their own cost and expense execute and deliver such further documents and instruments and shall take such other actions as may be reasonably required or appropriate to evidence or carry out the intent and purposes of this Agreement.

21. **Arbitration.** Any dispute arising from or relating to this Agreement shall first be promptly referred to the senior level management of the Parties for resolution. If Tesla and Buyer are unable to resolve any such dispute within 20 days after referral, then Tesla or Buyer may take such dispute to binding arbitration in accordance with the then-current Streamlined Arbitration Rules of the Judicial Arbitration and Mediation Services ("JAMS"). The existence, content and result of the arbitration shall be confidential and conducted by a single arbitrator in English and in Santa Clara, California, unless otherwise agreed by the Parties. Buyer and Tesla will each bear its own expenses in the arbitration and will share equally the costs of the arbitration; provided, however, that the arbitrator may, in its discretion, award reasonable costs and fees to the prevailing party. Judgment upon the award rendered in the arbitration may be entered in any court of competent jurisdiction.





**Energy Products Operation and Maintenance Agreement  
California Self-Generation Incentive Program (SGIP)**

This "Agreement" is between Tesla, Inc. ("Tesla"), and the entity represented by you, as the signatory to this Agreement ("Buyer"). The Agreement consists of (1) the below Price Sheet and (2) the attached terms & conditions, and is effective on the date that you agree to this Agreement (by electronic acceptance, signature or e-mail) (the "Effective Date").

This Agreement accompanies a Tesla Energy Products Purchase Agreement ("Purchase Agreement"), which includes a reduced price as a result of Tesla obtaining the SGIP incentive with respect to the Products (as indicated in the Price Sheet, the "SGIP Incentive").

**Price Sheet**

**Buyer information**

Buyer Name: City of Rio Dell

Street Address: 475 Hilltop Dr, Rio Dell, CA 95562, US (JB-955159-00)

Signatory Name:

Signatory Phone Number:

**Tesla entity**

Tesla, Inc. of 3500 Deer Creek Road, Palo Alto, CA 94304  
888-765-2489  
CA CSLB 949283

**Products**

**Products installed under Energy Products**

**Powerpack: 280kW/1392kWh**

**Purchase Agreement dated:**

**Products Value: \$866,796**

**SGIP Eligible Costs: \$1,261,812**

**SGIP Incentive: \$1,256,000**

**Services Price**

**Annual price for Services:**

**\$0**

**Extra Services**

**Time-and-Materials Rate to be agreed by Buyer**

**Payment Terms**

**Deadline for Payments:**

**30 days after date of invoice**



**Signed by**

Buyer:

Your signature:

\_\_\_\_\_  
Title:

Date:

\_\_\_\_\_

Tesla, Inc.:

By: 

\_\_\_\_\_  
Title: Sr. Director, Commercial Energy Sales

Date:

July 22, 2020  
\_\_\_\_\_





## Operation and Maintenance Agreement Terms & Conditions

1. **Authorization; Representations.** By your acceptance of this Agreement (by electronic acceptance, signature, or email), you represent and agree that you are an authorized representative of Buyer, permitted to bind Buyer in this Agreement. If applicable, you and Buyer further represent and warrant to Tesla that all financial information that you or Buyer has provided (or will provide) to Tesla is true and accurate and fairly represents Buyer's financial position as at the date it was provided. You also represent and agree that the Buyer owns or has sufficient rights to the Products in the Price Sheet, to contract for the Services. Tesla may terminate this Agreement upon notice to Buyer if any of the representations in this Section 1 are incorrect.

2. **Term; SGIP Operation and Grid Services.**

(a) This Agreement will continue in effect for ten (10) years from the date that the Products are fully installed, unless earlier terminated under Section 11 (the "Term"). The Parties agree that as of the Effective Date, the Products are intended to remain owned by Buyer and installed at the Site (as defined in Section 3) throughout the Term.

(b) During the Term, Tesla may monitor and operate (including charging and discharging) the Products, in order to comply with requirements of the SGIP Program, and to generate savings by shifting Buyer's grid electricity consumption from higher-priced times to lower-priced times, in Tesla's reasonable discretion. Buyer acknowledges that Tesla's cycling of the Products will consume some portion of the warranted throughput of the Products; and will use electricity stored in the Products (together, "Cycling Costs"). Tesla expects that Tesla's activities described above will save significantly more than the Cycling Costs, but Tesla makes no guarantee of such savings. Buyer agrees that the provision of the Services herein are in full consideration of the Cycling Costs, and releases Tesla from any claim to recover any Cycling Costs.

(c) Buyer agrees to notify Tesla of any utility tariff changes with respect to the Site, during the Term.

(d) As a condition of receiving pricing based upon the SGIP Incentive, Buyer agrees to notify Tesla and the SGIP program administrator, not less than ninety (90) days in advance, if Buyer intends to sell or relocate the Products within ten (10) years after the date they are installed. This obligation will survive the termination or expiration of this Agreement. Contact information for the SGIP program administrator can be found at <https://www.selfgenca.com/home/contact/>. Notification to Tesla should be directed to [CommercialAccounts@Tesla.com](mailto:CommercialAccounts@Tesla.com).

(e) If Buyer intends to vacate or sell the Site during the Term, Buyer shall ensure that that the buyer of the Site accept assignment of this Agreement, or an agreement substantially similar and reasonably acceptable to Tesla, in order to ensure continued compliance with the SGIP Program.

(f) From time to time, Tesla may identify demand response or similar grid services programs, whereby the Products can help meet demands of the electrical grid, or improve its reliability, by charging or discharging the Products (or agreeing to make the Products available for charging or discharging) (each, a "Grid Services Program"). Tesla will notify Buyer of any proposed Grid Services Program and identify: (i) the anticipated economic benefit for Buyer; (ii) the anticipated impact on the availability of the Products; and (iii) the anticipated Cycling Costs. Buyer may elect to participate or not participate in a Grid Services Program, provided that if Buyer does not provide Tesla with notice of its election within thirty (30) days after Tesla's notice of the Grid Services Program, Tesla may treat the same as an election to participate.

3. **Tesla to Provide Services.** For the Products indicated in the Price Sheet, Buyer agrees to purchase the "Services" in accordance with Appendix 1 (the "Scope of Services") during the Term, to be performed at the site where Tesla installed the Products (the "Site").

4. **Scope of Services.**

(a) Tesla's Scope of Services assumes standard wage rates, no constraints to Tesla's access to the Site, and no unforeseen site conditions. If Tesla encounters challenges accessing the Site, or unforeseen site conditions not caused by Tesla, Tesla may treat the costs it incurs as Extra Services as set forth in Section 4(b).

(b) Any service not included in the Scope of Services shall be an "Extra Service." Extra Services will include, for example repairs arising from abuse by Buyer. Upon request, Tesla may provide Buyer a time-and-materials rate proposal for Extra Services, and upon agreement of Buyer in writing, Tesla may agree to perform the Extra Services. When used in this Agreement, "Services" shall include "Extra Services," when context requires. If Buyer pays a fee to Tesla for Extra Services in connection with an issue that is subsequently determined to be covered by a Tesla Manufacturer's Limited Warranty or other warranty provided by Tesla for the Products, Tesla shall provide a refund to Buyer.





(c) Title and risk of loss to all parts, materials or equipment installed by Tesla during the performance of the Services shall transfer to Buyer when such parts, materials or equipment have been installed and the Products (or the affected part of the Products) have been commissioned or re-commissioned.

5. **Site Access.** Tesla will contact Buyer to schedule the Services. Services will be performed by Tesla or an affiliate or subcontractor, at Tesla's election. Buyer also agrees to give Tesla, or its affiliate or subcontractor access to the Site as scheduled so Tesla can provide the Services.

6. **Extra Services.** Tesla may bill for Extra Services upon their completion. By entering into this Agreement, Buyer agrees to pay any agreed-upon fee for Extra Services, in accordance with the Payment Terms in the Price Sheet.

7. **Privacy.** The [Tesla Customer Privacy Policy](#) is part of this Agreement. You, as the authorized representative of Buyer, agree to be contacted at the phone number listed in the Price Sheet with more information or offers about Tesla products. You understand these calls or texts may use automated dialing or pre-recorded messages. This consent is not a condition of purchase. You may opt out of this consent at any time by contacting Tesla at 888-765-2489.

8. **Remote Monitoring and Firmware Upgrades.**

(a) Tesla's SGIP-related monitoring and cycling described in Section 2 requires a continuous high-speed internet connection, which Buyer agrees to provide at Buyer's cost. Buyer agrees that Tesla may access the Products remotely to monitor performance, perform diagnostics and upgrade firmware. If Buyer does not maintain this continuous internet connection the monitoring will not function. Tesla shall not be responsible for any issues arising from Buyer's failure to provide an internet connection, or a failure of monitoring arising from the same.

(b) "Buyer Data" consists of the data related to the Products which Tesla makes available to Buyer via the Tesla app or any other performance monitoring provided by Tesla. Buyer Data shall be owned by Buyer. Tesla may use Buyer Data (i) to perform its obligations under this Agreement including any warranties, (ii) to improve Tesla's products and services generally (including by performing analyses on such information), and (iii) to aggregate with other data. Public disclosure of such information by Tesla is permitted if Buyer could not reasonably be identified from the publicly disclosed information.

(c) Any information obtained by Tesla through remote monitoring of the Products that is not Buyer Data shall be owned by Tesla ("Tesla Data"), shall be confidential information of Tesla, and shall not be required to be made available by Tesla to any person.

9. **Services Warranty.**

(a) Tesla warrants that (i) it shall perform all Services in accordance with Prudent Industry Practices, any applicable Tesla operation and maintenance manuals, and this Agreement, and (ii) any labor performed, and any materials installed, in the performance of the Services shall be free from defects in design and workmanship for 12 months after such labor was performed or such materials were installed (collectively, the "Services Warranty"). "Prudent Industry Practices" means the methods approved by a significant portion of the electrical services industry operating in the state in which the Products are installed that, in the exercise of reasonable judgment in light of the facts known at the time a decision was made, would have been expected to accomplish the desired result in a manner consistent with applicable law, reliability, safety, environmental protection, economy and expedition.

(b) Tesla shall remedy any defect or otherwise cure a breach of the Services Warranty, at its own cost and expense, as promptly as reasonably practicable after Buyer notifies Tesla in writing of such breach, in a manner and at such times that reasonably minimizes interruption of the operation of the Products and revenue loss to Buyer. This shall be Tesla's sole and exclusive liability, and Buyer's sole and exclusive remedy, in connection with a breach of the Services Warranty.

(c) EXCEPT AS REQUIRED BY LAW, OR AS PROVIDED FOR IN THIS AGREEMENT, TESLA MAKES NO WARRANTIES OR GUARANTEES WITH RESPECT TO THE SERVICES AND DISCLAIMS ANY WARRANTY OR GUARANTEE IMPLIED BY APPLICABLE LAWS, INCLUDING IMPLIED WARRANTIES OF PERFORMANCE, MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE AND IMPLIED WARRANTIES OF CUSTOM OR USAGE.

10. **Limitation of Liability.** Tesla and Buyer shall not be liable to one another for any indirect, special or consequential damages arising out of this Agreement, except to the extent provided in Section 11(b). To the fullest extent permitted by law, Tesla and Buyer's aggregate liability to one another under this Agreement is limited to the Products Value. This Section 10 applies, without limitation, to any liability arising out of any Site survey performed by Tesla or its affiliate or





subcontractor in connection with this Agreement. This Section 10 does not apply to Buyer or Tesla's obligation to indemnify the other party, as may be required under applicable law.

#### 11. **Breach; Remedies.**

(a) If Tesla or Buyer is in breach of this Agreement, upon thirty (30) days prior written notice and opportunity to cure, the non-defaulting party may terminate this Agreement; and with or without terminating this Agreement, may pursue any remedy it has under this Agreement or at law. Tesla may also terminate this Agreement if the Products are substantially destroyed other than due to Tesla's fault.

(b) Buyer shall be responsible for, and Tesla shall be entitled to invoice for, any loss of part or all of the SGIP Incentive due to damage to the System caused by Buyer, or Buyer's breach of this Agreement. Breaches that may result in the loss of part or all of the SGIP Incentive may include, without limitation, removing or selling the Products without notifying the SGIP Administrator as required in Section 2(e), not providing Tesla with access to the Products in order to perform maintenance as required in Section 4; or continued failures to provide internet connectivity as required in Section 8.

(c) If this Agreement is terminated by Tesla during the first five (5) years of the Term, then Buyer shall owe Tesla the following amount, as reasonably calculated by Tesla: For each year or portion thereof remaining in the first five (5) years of the Term, Buyer shall pay ten percent (10%) of the SGIP Incentive (the "Termination Payment") (Thus, if the Agreement is terminated for Buyer default three (3) years from the date that the Products are fully installed, Buyer shall owe 20% of the SGIP Incentive). Buyer agrees that the damages in this Section 11 are a reasonable preestimate of Tesla's damage as a result of the early termination of this Agreement. The Termination Payment shall be due and payable thirty (30) days after Tesla's issuance of an invoice therefor.

(d) Provisions of this Agreement which by their nature contemplate or govern performance or observance subsequent to the termination or expiration of this Agreement shall survive such termination or expiration.

12. **Governing Law; Integration.** This Agreement is governed by the laws of the State of California. The information at the links described above is part of this Agreement. Any other terms relating to the Products that are not contained or referred to in this Agreement are not binding on Tesla or Buyer.

13. **Assignment; Subcontracting.** Tesla or Buyer may, with prior written notice to the other, transfer or assign this Agreement to its affiliate, as long as (a) the assignee agrees to be bound by the terms and conditions of this Agreement, and (b) in the case of Buyer, the assignee owns the Products. Buyer may also assign this Agreement as collateral in connection with its financing activities. Otherwise, neither Buyer nor Tesla may assign its rights or obligations under this Agreement without the prior written consent of the other. This Agreement shall be binding upon and inure to the benefit of and be enforceable by the respective successors and permitted assigns of the Buyer and Tesla

14. **Insurance.** Tesla shall maintain, at its sole cost and expense, the following insurance coverage and shall, within a reasonable time of Buyer's request, furnish to Buyer a certificate evidencing such coverage:

(a) **Commercial General Liability Insurance (CGL).** Tesla carries commercial general liability insurance with coverage amounts that meet or exceed those required by law.

(b) **Workers' Compensation Insurance.** Tesla carries workers' compensation insurance for all employees in compliance with law.

15. **Further Assurances.** Tesla and Buyer shall each at their own cost and expense execute and deliver such further documents and instruments and shall take such other actions as may be reasonably required or appropriate to evidence or carry out the intent and purposes of this Agreement.

16. **Arbitration.** Any dispute arising from or relating to this Agreement shall first be promptly referred to the senior level management of the Parties for resolution. If Tesla and Buyer are unable to resolve any such dispute within 20 days after referral, then Tesla or Buyer may take such dispute to binding arbitration in accordance with the then-current Streamlined Arbitration Rules of the Judicial Arbitration and Mediation Services ("JAMS"). The existence, content and result of the arbitration shall be confidential and conducted by a single arbitrator in English and in Santa Clara, California, unless otherwise agreed by the Parties. Buyer and Tesla will each bear its own expenses in the arbitration and will share equally the costs of the arbitration; provided, however, that the arbitrator may, in its discretion, award reasonable costs and fees to the prevailing party. Judgment upon the award rendered in the arbitration may be entered in any court of competent jurisdiction.



## Appendix 1

### Scope of Services

Tesla will (i) proactively monitor the Products as set forth below, and (ii) respond to inquiries by phone, web and/or email. Tesla may respond, remotely or on-site as deemed necessary by Tesla, to telemetry signals and/or Buyer inquiries. The Services that Tesla will provide are limited to the following:

- Perform preventative maintenance, as Tesla deems consistent with Prudent Industry Practices
- Alert the customer of Product performance and failure issues
- Provide visibility of Product performance through Tesla's Powerhub user interface
- Alert the customer if the Product is not communicating with the internet
- Remove, return, replace and/or fix parts covered by valid manufacturer warranty
- Investigate and replace defective balance of system hardware and/or defective wiring for the duration of the Workmanship Warranty. (After the Workmanship Warranty, the Parties may agree for Tesla to perform this service as Extra Work.)
- Remotely update products software and firmware to improve performance

Excluded services and repairs listed below may be performed as an Extra Service, as set forth in Section 3(b):

- Moving debris from the equipment, or the area around the equipment
- Maintenance of the area around the Products, including vegetation management
- Maintenance to the degree necessitated by vandalism, negligence or misconduct of Buyer or another party not under Tesla's control
- Removal and reinstallation of equipment for reasons not related to warranty failures



SELF-GENERATION INCENTIVE PROGRAM

Proposed System Information Attestation

The following information (Responses to Questions 1 – 5) is required by the Developer of the storage system applying for SGIP's Equity Resiliency Budget or Non-Equity Resiliency Budget with a discharge duration greater than two hours.

- 1) Provide an estimate of how long the project's fully charged battery will provide electricity for the relevant facility average load during an outage.

The fully charged battery will provide continuous power for approximately 19 hours when not paired with solar.

- 2) Indicate whether the project's critical loads can and will be isolated.

Critical loads will be covered as part of the systems full facility backup, and all loads will be isolated from the grid during an outage. Loads that are deemed non critical can be turned off to extend back up duration.

- 3) Provide an estimate of how long the project's fully charged battery will provide electricity to critical uses during an outage.

See answer to question #1

- 4) Provide an estimate of how long the project can operate in less-than favorable circumstances, such as if an outage occurs when the battery has been discharged or during the winter (if paired with solar).

A partially charged system will perform at length of time proportionate to the charge percentage or system efficiency at the time. For example, the system charged to 50% can expect to provide power for 9 hours when not paired w/ solar.

- 5) Summarize information given to the customer about how the customer may best prepare the storage system to provide backup power, in the case of a Public Safety Power Shutoff (PSPS) event announced in advance (provide an attachment with more information if necessary).

No action is required from the customer to prepare the system as Tesla plans to extend fStorm Watchf to commercial customers to help them better manage battery charging for PSPS events. Storm Watch communicates with the National Weather Service to know when severe weather or PSPS events are likely to occur and automatically triggers Storm Watch mode. Customer will receive notification once battery starts charging in preparation for PSPS. This mode pushes the limits and charges the system to maximum capacity so it can provide backup power. If desired, they can also reach out to Tesla at powerpacksupport@tesla.com to request pre-emptive charging of their energy storage system.

**ATTESTATION**

[DEVELOPER SECTION]

I, Tesla, Inc. (print name of Developer), hereby attest that each of the statements provided in this document are true and correct.

Signature: 

Name Printed: RJ Johnson

Title: Sr. Director, Commercial Energy Sales

Date: July 22, 2020

[CUSTOMER SECTION]

I, City of Rio Dell (print name of Customer), hereby attest I have received the information provided in this document prior to signing a contract with the developer.

Signature: \_\_\_\_\_

Name Printed: \_\_\_\_\_

Date: \_\_\_\_\_





**Pacific Gas and  
Electric Company**

U 39

*San Francisco, California*

	Revised	Cal. P.U.C. Sheet No.	42813-E*
<i>Cancelling</i>	Revised	Cal. P.U.C. Sheet No.	37152-E

**Electric Sample Form No. 79-1095**

Sheet 1

Authorization to Receive Customer Information or Act Upon a Customer's Behalf

**Please Refer to Attached  
Sample Form**

*Advice* 5349-E  
*Decision*

*Issued by*  
**Robert S. Kenney**  
*Vice President, Regulatory Affairs*

<i>Date Filed</i>	<u>August 3, 2018</u>
<i>Effective</i>	<u>August 3, 2018</u>
<i>Resolution</i>	_____



Pacific Gas and  
Electric Company

# AUTHORIZATION TO RECEIVE CUSTOMER INFORMATION OR ACT UPON A CUSTOMER'S BEHALF

THIS IS A LEGALLY BINDING CONTRACT, PLEASE READ CAREFULLY  
(Please Print or Type)

I, \_\_\_\_\_ NAME \_\_\_\_\_ TITLE (IF APPLICABLE) \_\_\_\_\_  
of City of Rio Dell (Customer) have the following mailing address  
NAME OF CUSTOMER OF RECORD

675 Wildwood Ave, Rio Dell, CA, 95562-1544, and do hereby appoint  
MAILING ADDRESS CITY STATE ZIP

Tesla, Inc. of 3500 Deer Creek Rd  
NAME OF THIRD PARTY MAILING ADDRESS  
Palo Alto CA 94304  
CITY STATE ZIP

To act as my agent and consultant (Agent) for the listed account(s) and in the categories indicated below:

## ACCOUNTS INCLUDED IN THIS AUTHORIZATION:

- |  |                                       |
|--|---------------------------------------|
| 1. <u>475 Hilltop Dr, Rio Dell, CA 95562, US</u> | {NEED TO UPDATE THE PROJECT PASSPORT} |
| SERVICE ADDRESS CITY                             | SERVICE ACCOUNT NUMBER                |
| 2. _____   | _____                                 |
| SERVICE ADDRESS CITY                             | SERVICE ACCOUNT NUMBER                |
| 3. _____   | _____                                 |
| SERVICE ADDRESS CITY                             | SERVICE ACCOUNT NUMBER                |

(For more than three accounts, please list additional accounts on a separate sheet and attach it to this form)

**INFORMATION, ACTS AND FUNCTIONS AUTHORIZED** – This authorization provides authority to the Agent. The Agent must thereafter provide specific written instructions/requests (e-mail is acceptable) about the particular account(s) before any information is released or action is taken. In certain instances, the requested act or function may result in cost to you, the customer. Requests for information may be limited to the most recent 12 month period.

I (Customer) authorize my Agent to act on my behalf to perform the following specific acts and functions (initial all applicable boxes):

- ☐ 1. Request and receive billing records, billing history and all meter usage data used for bill calculation for all of my account(s), as specified herein, regarding utility services furnished by the Utility<sup>1</sup>.
- ☐ 2. Request and receive copies of correspondence in connection with my account(s) concerning (initial all that apply):
- |                          |  |
|--------------------------|--|
| <input type="checkbox"/> | a. Verification of rate, date of rate change, and related information; |
| <input type="checkbox"/> | b. Contracts and Service Agreements;                                   |
| <input type="checkbox"/> | c. Previous or proposed issuance of adjustments/credits; or            |
| <input type="checkbox"/> | d. Other previously issued or unresolved/disputed billing adjustments. |
- ☐ 3. Request investigation of my utility bill(s).
- ☐ 4. Request special metering, and the right to access interval usage and other metering data on my account(s).
- ☐ 5. Request rate analysis.
- ☐ 6. Request rate changes.
- ☐ 7. Request and receive verification of balances on my account(s) and discontinuance notices.

<sup>1</sup> The Utility will provide standard customer information without charge up to two times in a 12-month period per service account. After two requests in a year, I understand I may be responsible for charges that may be incurred to process this request.





Pacific Gas and  
Electric Company

## AUTHORIZATION TO RECEIVE CUSTOMER INFORMATION OR ACT UPON A CUSTOMER'S BEHALF

I (CUSTOMER) AUTHORIZE THE RELEASE OF MY ACCOUNT INFORMATION AND AUTHORIZE MY AGENT TO ACT ON MY BEHALF ON THE FOLLOWING BASIS<sup>2</sup> (initial one box only):

<sup>2</sup> If no time period is specified, authorization will be limited to a one-time authorization

- ☐ One time authorization only (limited to a one-time request for information and/or the acts and functions specified above at the time of receipt of this Authorization).
- ☐ One year authorization - Requests for information and/or for the acts and functions specified above will be accepted and processed each time requested within the twelve month period from the date of execution of this Authorization.
- ☐ Authorization is given for the period commencing with the date of execution until \_\_\_\_\_ (Limited in duration to three years from the date of execution.) Requests for information and/or for the acts and functions specified above will be accepted and processed each time requested within the authorization period specified herein.

### RELEASE OF ACCOUNT INFORMATION:

The Utility will provide the information requested above, to the extent available, via any one of the following. My (Agent) preferred format is (check all that apply):

- ☐ Hard copy via US Mail (if applicable).
- ☐ Facsimile at this telephone number: \_\_\_\_\_
- ☒ Electronic format via electronic mail (if applicable) to this e-mail address: commercial.interconnection@tesla.com

I (Customer), \_\_\_\_\_ (print name of authorized signatory), declare under penalty of perjury under the laws of the State of California that I am authorized to execute this document on behalf of the Customer of Record listed at the top of this form and that I have authority to financially bind the Customer of Record. I further certify that my Agent has authority to act on my behalf and request the release of information for the accounts listed on this form and perform the specific acts and functions listed above. I understand the Utility reserves the right to verify any authorization request submitted before releasing information or taking any action on my behalf. I authorize the Utility to release the requested information on my account or facilities to the above Agent who is acting on my behalf regarding the matters listed above. I hereby release, hold harmless, and indemnify the Utility from any liability, claims, demands, causes of action, damages, or expenses resulting from: 1) any release of information to my Agent pursuant to this Authorization; 2) the unauthorized use of this information by my Agent; and 3) from any actions taken by my Agent pursuant to this Authorization, including rate changes. I understand that I may cancel this authorization at any time by submitting a written request. I understand that this agreement at all times shall be subject to such modifications as the California Public Utilities Commission may direct from time to time in the exercise of its jurisdiction. [This form must be signed by someone who has authority to financially bind the customer (for example, CFO of a company or City Manager of a municipality).]

AUTHORIZED CUSTOMER SIGNATURE

Executed this \_\_\_\_\_ day of \_\_\_\_\_  
MONTH YEAR

TELEPHONE NUMBER

at \_\_\_\_\_  
CITY AND STATE WHERE EXECUTED

I (Agent), hereby release, hold harmless, and indemnify the Utility from any liability, claims, demand, causes of action, damages, or expenses resulting from the use of customer information obtained pursuant to this authorization and from the taking of any action pursuant to this authorization, including rate changes.

AGENT SIGNATURE

Tesla, Inc.

COMPANY

(702) 680-6738

TELEPHONE NUMBER

Executed this 22 day of July 2020  
MONTH YEAR



Pacific Gas and Electric

selfgen@pge.com

**Application ID:**

**Date Printed:** 07/29/2020

**Program Year:** 2020

**NOTE:** Your application is not submitted until you upload this form and all other required documentation and click on "Submit" via the online system.

## Self Generation Incentive Program

Reservation Request Form

**Instructions:** This Self-Generation Incentive Program (SGIP) Reservation Request Form is reflective of the information entered in the online form process. Please review thoroughly for accuracy of information before signing. Once the form has been signed by all parties, scan and upload this document under the Reservation Request header in the Documents section of the online application. Incomplete applications will result in a suspended application. Upon successful submission of all reservation request information and documents, the Applicant will receive notice from the SGIP Program Administrator that their rebate request has been received.

### Application Type

**Application Type:** Energy Storage

**Budget Category:** Equity Resiliency

**Incentive Step:** 5

**Incentive Rate:** \$1

### Host Customer

**Contact Name:** Kyle knopp

**Company Name:** City of Rio Dell

**Parent Company Name:** City of Rio Dell

**NAICS:** 221310

**Is this a public institution?** N/A

**Sector:** State or Local Government

**Sector definition:** Agreed

**Mailing Address:** 675 Wildwood Ave

**City, State, Zip:** Rio Dell, CA, 95562-1544

**Phone:** 707-764-3532

**Email:** knoppk@cityofriodell.ca.gov

**Is Household Low-Income Status?**

**Is the Host Customer enrolled for the medical baseline program?**

**Has the Host Customer notified their utility of serious illness or condition that could become life-threatening if electricity is disconnected?**

**Has the Host Customer received an incentive reservation letter from either the MASH, SASH, DAC-SASH, or SOMAH programs?**

**Has applicant coordinated with their local governments and the California Office of Emergency Services?**

No

**Does the host customer provide critical services or infrastructure during a PSPS event to a community that is at least partially located in a Tier 2 or Tier 3 HFTD and eligible for the equity budget?**

Yes

**1. 911 call center/Public Safety Answering Point**

N/A

**2. Cooling center designated by state, local, or tribal government**

N/A

**3. Emergency operations center**

N/A

**4. Emergency response provider with the addition of tribal government providers**

N/A

**5. Fire station**

N/A

**6. Food bank**

N/A

**7. Independent living center**

N/A

**8. Jail or prison**

N/A

**9. Homeless shelters supported by federal, state, local, or tribal governments**

N/A

**10. Medical facility (hospital, skilled nursing facility, nursing home, blood bank, health care facility, dialysis center, or hospice facility)**

N/A

**11. Police station**

N/A



- |  |     |
|--|-----|
| 12. Public and private gas, electric, water, wastewater or flood control facility  | Yes |
| 13. Location designated by an IOUs to provide assistance during PSPS events  | N/A |
| 14. Grocery store, corner store, market or supermarket with average annual gross receipts of \$15 million or less over the last three tax years as calculated at a single location | N/A |
| Is this public or tribal government agency serving 50% of a low-income or disadvantaged community census tract?  |     |

**System Owner**

<b>Contact Name:</b>	Kyle Knopp	<b>Mailing Address:</b>	675 Wildwood Ave
<b>Company Name:</b>	City of Rio Dell	<b>City, State, Zip:</b>	Rio Dell, CA, 95562-1544
<b>Parent Company Name:</b>		<b>Phone:</b>	707-764-3532
		<b>Email:</b>	knoppk@cityofriodell.ca.gov

**Developer**

<b>Contact Name:</b>	Jonathan Gubler	<b>Mailing Address:</b>	3055 Clearview Way
<b>Company Name:</b>	Tesla Inc.	<b>City, State, Zip:</b>	San Mateo, CA, 94402
		<b>Phone:</b>	6509635100
		<b>Email:</b>	commercial.incentives@tesla.com

- |  |         |
|--|---------|
| 1. Approaching or communicating with the host customer about the project and learning about its needs and energy profile   | 1. Yes  |
| 2. Developing the specifications for a system based on the customer's needs and interests  | 2. Yes  |
| 3. Soliciting bids from multiple manufacturers for the specified system  | 3. Yes  |
| 4. Gaining the customer's commitment to purchase or lease the specified system, usually but not necessarily by signing a purchase order with a customer or other form of agreement | 4. Yes  |
| 5. Purchasing the specified system from the manufacturer to fulfill the obligation to provide a system to the customer   | 5. Yes  |
| 6. Securing permits for the system on behalf of the customer   | 6. Yes  |
| 7. Securing interconnection permission for the system on behalf of the customer  | 7. Yes  |
| 8. Submitting SGIP applications on behalf of the customer  | 8. Yes  |
| 9. Liaising with the SGIP administrators on incentive reservations   | 9. Yes  |
| 10. Liaising with the SGIP administrators on data reporting requirements   | 10. Yes |
| 11. Supplying project data to SGIP evaluators  | 11. Yes |
| 12. Physically constructing the system at the customer's premises  | 12. Yes |
| 13. Installing the system at the customer's premises   | 13. Yes |

Who is performing the other activities?

**Applicant**

<b>Contact Name:</b>	Mike Snyder	<b>Mailing Address:</b>	6611 S. Las Vegas Blvd #200 Suite 200
<b>Company Name:</b>	Tesla Inc.	<b>City, State, Zip:</b>	Las Vegas, NV, 89119
<b>Parent Company Name:</b>	Tesla Inc	<b>Phone:</b>	7026806762
		<b>Email:</b>	Commercial.incentives@tesla.com

**Contractor/Installer Contact**

<b>Contact Name:</b>	Mike Snyder	<b>Mailing Address:</b>	6611 S. Las Vegas Blvd #200
<b>Company Name:</b>	Tesla Inc	<b>City, State, Zip:</b>	Las Vegas, NV, 89119
<b>Contractor License Number (CSLB):</b>	888104	<b>Email:</b>	Commercial.incentives@tesla.com
<b>Contractor License Type:</b>		<b>Phone:</b>	7026806762

**Project Site Information**

<b>Site Address:</b>	475 HillTop Dr
<b>City, State, Zip:</b>	Rio Dell, CA, 95562

Project site within the SCE-defined local reliability area?			N/A		
Disadvantaged Community or Low-Income Community according to the CalEnviroScreen?			Low-Income Community		
Is the site located in a high fire threat district (HFTD)?			Not Applicable		
Has experienced at least two discrete PSPS events?			Yes		
Household relies on electric pump wells for their water supplies?			Not Applicable		
Participating San Joaquin Valley Pilot area?			Yes		
Agrees to location Eligibility:			Yes		
Utility Information					
Electric Utility:	Alameda Municipal Power		Peak Annual Demand (kW):	184	
Is the Host on an SGIP-Approved Rate?	Other Non-Approved Rate		Other Rate:	Non-residential	
Electric Utility is Municipal?	No		Demand Response Participant?	N/A	
Account Name:	City of Rio Dell		Demand Response Program Name:		
Is Existing Service?	Yes		Demand Response Obligation (kW):		
Utility Account ID:	0137181797		System Size Based on Load Growth?	No	
Utility Meter ID:	1006732143		Estimated Future Additional Demand (kW):		
Gas Utility:					
Gas Utility is Municipal?	N/A				
Account Name:					
Is Existing Service?	N/A				
Utility Account ID:					
Utility Meter ID:					
Proposed System Information					
Equipment Technology:	Electrochemical Storage		Total Rated Capacity (kW):	280	
System Manufacturer:	Tesla Inc.		Total Energy Storage Capacity (kWh):	1392	
System Model:	Powerpack 1490025-XX-Y System (4-hr)		Discharge Hours Duration:	4.97142857	
Other self-generation or storage equipment onsite?					
Charged at least 75% from renewables?	No				
Other Onsite System Information					
SGIP Incentivized System(s) Onsite:					
Technology	Make/Model	Project Code	Installed	Energy Storage Capacity (kWh)	Total Rated Capacity (kW)
Non-Incentivized System(s) Onsite:					
Technology	Make/Model	Year Installed		Energy Storage Capacity (kWh)	Total Rated Capacity (kW)
Gas Turbine	Catapillar C18	2012			600
Previous SGIP Generator Capacity (kW):	0				
Previous SGIP Storage Capacity (kWh):	0				
Project Finance					
Total Eligible Project Cost (TEPC):	\$1,261,812.00		Taking Federal Investment Tax Credits (ITC):	No	
Ineligible Project Cost:			ITC as a % of TEPC:	%	



Approved California Manufacturer  
Equipment:

No

Other Incentives Received	Incentive Type	Incentive Amount	Description
Incentive Results			
Incentive Calculation Equity	Current Step 5		Incentive Rate: \$1.00
Reference Table	0-2 MWH	>2-4 MWH	>4-6 MWH
0-2 HOURS	100%	50%	25%
2-4 HOURS	100%	50%	25%
4-6 HOURS	50%	25%	12.50%
	0-2 MWH	>2-4 MWH	>4-6 MWH
Existing Onsite Equipment Offset	-	-	-
0-2 HOURS	560,000	-	-
2-4 HOURS	560,000	-	-
4-6 HOURS	272,000	-	-
Base Equipment Incentive			\$1,256,000.00
CA Manufacturer Adder			
Max Equipment Incentive			a) \$1,256,000.00
Other Incentives	Total Dollars		Impact on SGIP Incentive
Other IOU Incentive	0		b) \$0.00
Other Non-IOU Incentive	0		c) \$0.00
Non-Ratepayer Incentive	0		
Investment Tax Credit (0%)	0		
Adjusted Equipment Incentive			a+b+c = d) \$1,256,000.00
Total Other Incentives	e) 0		
SGIP Incentive Adjustments	Equipment Incentive +	Total Other Incentives <=	Incentive Cap(s)
Project Incentive Cap (Equipment)	f) \$1,256,000.00		\$5,000,000.00
Eligible Cost Cap (All Incentives)	f+g=h) \$1,256,000.00	0	\$1,261,812.00
Equipment Incentive			***j) \$1,256,000.00
Calculated SGIP Incentive			\$1,256,000.00

\* g = 0 if f <= \$5M, otherwise g = \$5M - f

\*\* i = 0 if h + e <= Total Eligible Cost, otherwise i = Total Eligible cost - (h + e)

\*\*\* j = h + i

The incentive adjustments shown above are based on the Total Eligible Project Cost, the Maximum Incentive Cap, and the Minimum Customer Investment.

See the SGIP Handbook for more information on incentive limitations.

Calculated Incentive: \$1,256,000.00

If changes have been made to your project since it was originally submitted, the calculated incentive amount above may differ from the requested incentive amount. The final incentive amount is subject to Program Administrator approval.

Projected PBI Calculation

Expected Total Production:	144,768 kWh
Total Incentive:	\$1,256,000.00
Initial Payment:	\$628,000.00
Performance Based Incentive:	\$628,000.00
PBI Rate (\$/kWh):	\$0.8675950

Residential Energy Storage Eligibility Affidavit  
Requirements of Host Customers and System Owners

- The energy storage system owner and/or Host Customer have the tools to control the usage of the energy storage system when operating in parallel with the grid.

- o Provide performance data to the Program upon request (emailed, zipped file of 15 minute interval data) for a period of five (5) years.
- o Pass the energy storage Field Verification Inspection.
- o Host Customer and/or System Owner are required to discharge the energy storage system a minimum of 52 full discharges per year. A "full discharge" is the equivalent of discharging the SGIP-incentivized energy capacity, whether it is during a single or multiple discharges.
- o Fulfill either of the two following conditions:
  - o Option A: the Host Customer is on a TOU tariff, dynamic tariff (e.g. PG&E's SmartRate or SDG&E's Reduce Your Use), or agrees to integrate load through the California Independent System Operator's Proxy Demand Response, or equivalent tariff, prior to receiving the SGIP incentive and for five (5) years thereafter. Note that in the event that the Host Customer changes to a non-TOU tariff or is no longer enrolled in a demand reduction program, the energy storage System Owner is required to notify the Program Administrator within 30 days of change, and will be subject to Option B for the required five year period.
  - o Option B: the Host Customer and/or System Owner agrees, for a minimum period of five (5) years, to discharge the energy storage system in an amount equivalent to 52 complete cycles per year of the incentivized energy capacity, which is defined as two hours of discharge at the SGIP incentivized power capacity rating, with discharges occurring during peak hours or peak day events (such as those called by PG&E's SmartRate program or SDG&E's Reduce Your Use), of the applicable IOU service territory.

#### Declarations by Host Customer and System Owner

By Execution of this document, System Owner and Host Customer each certify that the Project meets all program eligibility requirements and that the System Owner and Host Customer agree to abide by the rules and requirements set forth in the SGIP Handbook and SGIP Contract. The undersigned declare under penalty of perjury under the laws of the State of California that 1) The information provided is true and correct, and 2) the above-described generating system is new and intended to offset part or all of the Host Customer's electrical requirements at the site of installation. For residential energy storage projects, the Host Customer and System Owner certify that they have read and agreed to the terms of the Residential Energy Storage Eligibility Affidavit.

The Host Customer and System Owner are committed to completing this project, and by signing below, are starting their intent to contract with individual(s) necessary for completion of the project. The Host Customer is the reservation holder and reserves the right to submit new project specifications, including a new application with alternative System Owner and/or Applicant designations, upon withdrawal from the project and cancellation of this Agreement.

Host Customer Signature

Print Name: Kyle Knopp

Signature:

Title:

Date:

System Owner (if not Host Customer)

Print Name:


Signature:

Title:

Date:

Applicant (if not Host Customer)

Print Name: Mike Snyder

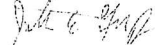
Signature: 

Title: Director of Engineering

Date: 7/29/2020

Developer

Print Name: Jonathan Gubler

Signature: 

Title: Supervisor,  
Interconnection  
and Incentives

Date: 7/29/2020



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*Rio Dell City Hall  
675 Wildwood Avenue  
Rio Dell, CA 95562  
(707) 764-3532  
cityofriodell.ca.gov*

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action Related to Letter to Danco Regarding the Topic  
of Public Safety at River Bluff Cottages.

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Authorize the Mayor to sign or provide alternate direction.

BACKGROUND AND DISCUSSION

At the Council's direction during its meeting on June 2, 2020, staff returned with a letter to Chris Dart of the Danco Group related to public safety concerns about River Bluff Cottages. A letter was approved by the Council on June 16, 2020 and is attached for review. The letter was issued shortly after the June 16<sup>th</sup> meeting and again shortly after the July 21<sup>st</sup> meeting. Staff is unaware of a response at the time of agenda publication. At the meeting of July 21, 2020 the Council requested the letter and topic be agendaized.

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Rio Dell City Hall  
675 Wildwood Avenue  
Rio Dell, CA 95562  
(707) 764-3532  
[cityofriodell.ca.gov](http://cityofriodell.ca.gov)



June 16, 2020

Chris Dart  
The Danco Group  
5251 Ericson Way  
Arcata, CA 95521

**Re: Public Safety Concerns at River Bluff Cottages**

Dear Mr. Dart

This letter is written to express concerns voiced by the City Council and members of the community related to your facility, River Bluff Cottages. As you know, River Bluff Cottages is located in a residential neighborhood of our City and is a public-private partnership between DANCO and the County of Humboldt to provide Permanent Supportive Housing. Under state law, the city's traditional land use authority was curtailed and you were able to site the facility and determine its use by right.

Many concerns were expressed to you directly during several public meetings that you did attend in order to answer the public's questions about the project. Expressed at those public meetings were concerns related to on-site security, the impact on local law enforcement and the general management of the property. During an August 16, 2018 meeting of the Rio Dell City Council, which you attended and spoke, you addressed those concerns by stating that there would be an onsite manager from 8:00am to 5:00pm and 24-hour security on site.

It is our understanding that since the ribbon-cutting of this project in February of 2020 that on-site management may have been released from your employment and it is not clear if it has returned. Additionally, neighborhood residents report the complete lack of any on-site security. We believe both security and consistent management to be essential services and that the COVID-19 emergency is not an

adequate explanation for this discrepancy between what you said on August 16, 2018 and the reality at the complex shortly after the ribbon cutting ceremony.

We have attached to this letter a list of call-outs for services to River Bluff Cottages from the Rio Dell Police Department. As you can see, public safety call-outs for your facility are on the rise. We do not find this acceptable.

We request you to respond to the City Council about both the property management issues at the River Bluff Cottages and also the apparent lack of 24-hour on-site security. We also request you submit a plan to lower the number of law enforcement calls for service at this facility.

Sincerely,



Debra Games  
Mayor  
City of Rio Dell

CC: Connie Beck, Director of the Department of Health and Human Services  
Estelle Fennell, BOS

ATT: Calls for Service: Rio Dell Police Department

**Calls for Service - River Bluff Cottages (DANCO) Feb. 2020 - June 16, 2020**  
**A Permanent Supportive Housing Project - Partnership Between the County of Humboldt and**  
**Located in the City of Rio Dell**

Type	Date	Time	Location	Primary Unit	Case #
FOOT	02/09/2020	09:41:10	355 CENTER ST	6A1	
FOOT	03/06/2020	21:23:37	355 CENTER ST	R617	
FOOT	03/06/2020	23:38:35	355 CENTER ST	R617	
415M	03/07/2020	14:00:13	355 CENTER ST	6A1	
THREAT	03/15/2020	11:02:08	355 CENTER ST	6A1	
FU	03/23/2020	18:15:18	355 CENTER ST	R614	
415N	03/25/2020	10:48:28	355 CENTER ST	6S1	
415	03/31/2020	12:24:24	355 CENTER ST	6R9	
UNW	03/31/2020	15:54:20	355 CENTER ST	R613	
FU	04/01/2020	08:47:22	355 CENTER ST	6S1	
415	04/02/2020	07:28:42	355 CENTER ST	6S1	
415	04/05/2020	11:25:56	355 CENTER ST	6A1	
HAILED	04/11/2020	22:32:32	355 CENTER ST	R614	
WELFARE	04/18/2020	11:19:37	355 CENTER ST	6S1	
242	04/18/2020	18:15:01	355 CENTER ST	R613	20-0000145
OUTAMB	04/22/2020	00:06:59	355 CENTER ST	R613	
FU	04/22/2020	16:30:52	355 CENTER ST	6A1	
VI	04/22/2020	23:42:20	355 CENTER ST	R613	
OUTAMB	04/24/2020	01:53:28	355 CENTER ST	R613	
415	04/29/2020	21:29:58	355 CENTER ST	R613	20-0000164
FU	04/30/2020	15:35:29	355 CENTER ST	6S1	
FU	04/30/2020	15:57:56	355 CENTER ST	6S1	
594	05/01/2020	22:00:46	355 CENTER ST	6A1	
UNW	05/04/2020	09:37:03	355 CENTER ST	6A1	
FU	05/05/2020	17:19:59	355 CENTER ST	R613	
415	05/05/2020	22:08:27	355 CENTER ST	R613	
415	05/06/2020	01:55:06	355 CENTER ST	R613	20-0000173
415MW	05/06/2020	22:52:35	355 CENTER ST	R613	
UNW	05/07/2020	14:01:00	355 CENTER ST	6S1	
10851R	05/10/2020	22:21:19	355 CENTER ST	R614	20-0000185
FU	05/12/2020	22:30:03	355 CENTER ST	R613	
SUSP	05/13/2020	02:56:14	355 CENTER ST	R613	
FU	05/13/2020	16:13:49	355 CENTER ST	R613	
488R	05/13/2020	20:31:55	355 CENTER ST	R613	20-0000192
WELFARE	05/14/2020	17:22:50	355 CENTER ST	R613	
VI	05/16/2020	00:20:24	355 CENTER ST	R613	
SUSP	05/16/2020	09:32:01	355 CENTER ST	6S1	
FU	05/16/2020	14:51:12	355 CENTER ST	R613	
FU	05/18/2020	14:23:55	355 CENTER ST	6A1	
415M	05/18/2020	16:41:07	355 CENTER ST	6A1	
CUSTODY	05/19/2020	12:36:04	355 CENTER ST	6A1	
FOOT	05/21/2020	20:49:36	355 CENTER ST	R613	
415	05/22/2020	22:53:33	355 CENTER ST	R614	
FU	05/23/2020	18:55:17	355 CENTER ST	R614	
415	05/23/2020	23:22:45	355 CENTER ST	R614	



415M	05/25/2020	11:36:21	355 CENTER ST	6A1
FU	05/29/2020	22:05:28	355 CENTER ST	R613
FU	05/30/2020	16:22:43	355 CENTER ST	6S1
CITIZEN	05/31/2020	15:42:27	355 CENTER ST	6A1
FU	06/01/2020	11:50:18	355 CENTER ST	6A1
FU	06/03/2020	18:38:46	355 CENTER ST	R613
FU	06/03/2020	19:42:04	355 CENTER ST	R613
FU	06/03/2020	23:16:03	355 CENTER ST	R613
VI	06/03/2020	23:19:10	355 CENTER ST	R613
FU	06/04/2020	19:37:23	355 CENTER ST	R613
UNK	06/05/2020	08:02:10	355 CENTER ST	6R9
FU	06/05/2020	17:50:53	355 CENTER ST	R613
VI	06/07/2020	02:16:52	355 CENTER ST	R614
415	06/10/2020	08:57:04	355 CENTER ST	6A1
415N	06/12/2020	01:45:38	355 CENTER ST	R613
415	06/16/2020	01:12:15	355 CENTER ST	R614

6A1	Conner
6S1	Beauchaine
R617	Valk
R613	Landry
R614	Mitchell
6R9	Fielder
Foot	Foot Patrol - no
415M	Lound Music
Threat	Threats
FU	Followup on an
415N	Noise complaint
415	General
Hailed	Flagged down by
Welfare	Welfare check
242	Assault
Outamb	Medical assist
594	Vandalism
UNW	Unwanted
415MW	Verbal fight,
10851R	Stolen vehicle
Susp	Suspicious
488R	Theft report
VI	Vehicle
Custody	Child custody